

ANNEXURE TO DIRECTORS' REPORT

Statement of Disclosure Pursuant to Section 197 of Companies Act, 2013 and Rule 5(2) of Companies (Appointment and Remuneration of Managerial personnel) Rules, 2014

Sl. No.	Name	Age (Years)	Designation	Gross Remuneration (₹)	Qualification	Experience (Years)	Date of Commencement of Employment	Last employment held
1	Agnihotri Anurag	50	Chief (Operational Assit. & System Adm)	73,84,880	B. E.	29	30.06.1986	-
2	Ajay Tiwari	45	Chief HRM Group -Corporate Centre	75,42,218	B. Sc. (Hons), PGD (PM&IR)	16	01.08.2014	Hindustan Unilever Ltd
3	Alok Krishna	47	Chief - TQM	64,07,264	B.E	25	02.07.1990	-
4	Anil Pratap Singh	49	Pilot	62,92,237	B.Sc, M. Sc	29	15.11.2010	Indian Navy
5	Anil Kumar *	55	Chief Lime Plant	49,27,733	B.E	31	29.07.1985	-
6	Anupam Ashish*	47	Executive-in-Charge (Tubes)	37,63,533	B. E.	25	01.07.1991	MECON
7	Antony Santosh	47	CSM - Branded Products, Retail & Solutions	62,38,939	B.E	25	04.03.1991	Usha Martin
8	Anup Sahay	54	Chief Corporate Strategy & Planning	1,03,29,096	BA (HONS) , P.G.D.B.M	29	01.07.1986	S B Billimoria & Company
9	Anurag Pandey	44	CSM - Branded Products, Retail & Solutions	61,32,985	B.E	22	01.07.1993	-
10	Arun Kumar Singh	54	Chief - Project Utilities	63,55,164	B.E, PGDM	31	02.07.1984	-
11	A.K. Singh	52	Chief - Civil & Structural	61,09,273	B.Sc (Engg)	27	23.02.1989	-
12	Babu Ch. Ramesh	51	Chief - Engineering	89,92,131	B.E	31	24.12.2012	AEGIS Ltd
13	Baidyanath Saha	52	Chief - Civil & Structure	71,73,393	B.E	8	01.12.2012	Tata Power Company Ltd.
14	Baksi Amitava	52	Chief - Procurement Officer	84,07,402	B. Sc. (Engg)	29	30.06.1986	-
15	Bhanu Chaitanya	45	Chief - HRM Steel	74,48,808	B.Tech, M.Tech	23	15.07.1992	-
16	Bhaskar S*	58	Chief - Power Systems	37,41,527	B.E	34	14.10.1982	-
17	Bhaduri Rupam	54	Officer on Deputation	75,73,399	B.Tech, PGDBM	31	01.07.1984	-
18	Bhaskaran Sunil	51	Vice President - Corporate Services	1,95,58,844	B.Tech, PGD (Mgmt)	31	01.07.1987	Tata International
19	Bhatnagar A.K.	46	Chief - Planning RM Projects	80,43,725	B.Tech	23	01.07.1992	-
20	Biren Ramesh Bhuta	41	Chief - Corporate Social Responsibility	60,05,865	B.E, PG (Diploma)	15	01.12.2010	UCN
21	Biswas Sandip	48	Group Executive Vice President (Finance)	2,84,02,762	B.Com.(Hons), ACA, ACS	23	01.04.2005	First India Asset Management Co. (P) Ltd.
22	Bose Dibyendu	54	Group Director (Investments & New Ventures)	2,52,98,758	B. Tech.,PG Diploma	27	01.07.1988	Tisco Collieries, SAIL
23	Brajendra Khandelwal	55	Chief - Raw Materials Projects	61,85,583	B.E , MBA	17	08.08.2014	Essar Steel(I) Ltd
24	B S Rao	64	Sr. Specialist & HOD (Medicine)	63,37,656	MBBS, MD	36	01.04.2012	-
25	Chakraborti Ujjal	47	Chief Agglomerates	74,13,598	B. E.	25	02.07.1990	-
26	Chakraborty Jayanta	50	CFC (Financial Reporting & Corporate Taxation)	94,80,654	B.Com (Hons), C.A	26	30.04.1990	-
27	Chandra Sanjay	55	Chief (R&D and Scientific Services)	86,72,399	B.Tech	32	08.08.1983	-
28	Chatterjee Amit Kumar	53	Chief - Electrical Maintenance	96,75,902	B.E	28	27.07.1987	-
29	Chatterjee Koushik	47	Group Executive Director (Finance & Corporate)	8,41,17,030	B.Com. (Hons), F.C.A	20	13.11.1995	Tata Sons Ltd.
30	Chakraborty Trilok Kumar *	60	Chief - WRM	42,57,070	B. Sc.	40	07.02.1976	-
31	Chaudhuri Shubhenjit*	48	Chief - Corporate Sustainability	18,42,129	B.E	25	02.07.1990	-
32	Chaudhary Chanakya	51	GD (Corporate Comm. & Regulatory Affairs)	1,67,91,694	B. E.	27	27.01.1990	-
33	Chintak Rajesh	48	Chief - HRM (K&E and Profit Centers)	80,33,721	B. Sc. (Engg)	26	01.07.1989	-
34	Choudhary Gopal Prasad	52	Chief of Security	1,04,70,333	B A(Hons), LLB	27	01.01.2013	Global Security
35	Das B B*	60	Chief - HRM (Steel)	44,07,859	B.A, Diploma in Social Welfare	35	22.04.1996	SAIL

Sl. No.	Name	Age (Years)	Designation	Gross Remuneration (₹)	Qualification	Experience (Years)	Date of Commencement of Employment	Last employment held
36	Das Binod Kumar	58	Vice President - Coke Sinter & Iron	1,92,59,363	B.Tech, M.Tech	36	01.08.1980	-
37	Das Debashis	56	Chief - Manufacturing, Long Product	1,05,26,850	B.Tech	33	01.11.1983	-
38	Debashish Choudhury	42	Chief - Procurement (MRO & Services)	60,93,530	B.Sc, PGD (Mgmt)	18	01.07.1997	Joined as Executive Trainee
39	Dharmendra Kumar	49	Chief Projects - RMHS	62,05,843	B. Tech.	27	01.07.1988	-
40	Dhir Sandeep	47	Chief HRM - JSR Steel	66,52,472	B.E	23	13.07.1992	-
41	D P Samaddar	62	Chief of Medical Indoor Services	85,51,722	MBBS, MD	31	09.10.2013	Telco
42	Dutta Dibyendu	49	Group Head - M&A and Treasury	1,08,14,016	B.COM , C.A ICWA	22	16.04.2009	Tata Steel, ICRA, Indian Hotels Co. Ltd.
43	Ghose P K	46	Chief - Raw Materials Projects	1,09,80,793	B. Tech.	24	01.07.1992	-
44	Ghosh Probal	48	Chief - (Mechanical Maintenance)	80,84,068	B. E.	25	02.07.1990	-
45	Ghosh Manab Kumar*	55	Chief - Infrastructure Development - Jamshedpur	26,40,361	B.E, PGDBM	29	14.08.2013	SPCL
46	Gupte S P*	62	Chief - (CRC - West)	39,48,247	B. Sc. (Engg)	39	04.10.1976	-
47	Gupta Ashish Kumar	45	Chief - Customer Service Division & Logistics	72,07,465	B.E	22	01.07.1993	-
48	Gupta Avneesh	52	Principal Executive Officer	1,26,74,383	B.Tech, PGDBM	29	01.07.1986	-
49	Haldar Sujit Kumar	58	Chief - Coke Plants	95,42,123	B.Tech	35	07.03.1996	IISCO
50	Imam Safdar	52	Pilot	72,32,998	B A (Hons), M A	31	14.11.2008	-
51	Jha Dwarika Nand	56	Chief - Coke Sinter & Iron - KPO	1,33,66,672	B.Sc., (Engg), PGD (Mgmt)	35	01.08.1980	-
52	J. Mohan Sinha	55	Chief - Rail Logistics	60,45,610	B.Sc (Engg)	31	10.07.1984	-
53	Jha Rajesh Ranjan	46	Vice President Engg. - KPO	2,12,50,140	B.E, P.G.D.B.M	25	02.07.1990	Tata Projects Ltd
54	Joseph Chacko	56	Officer on Deputation	67,73,470	B.Com,C.A, ICWA	33	01.07.1982	-
55	K.V. Singh	50	Chief - Project HSM	60,27,412	B.Sc (Engg)	25	01.10.1990	-
56	Kanagat Alok	64	V P - (Engineering & Projects)	3,19,08,014	B.Tech, M.B.A	40	08.04.2013	Tata Power Company Ltd.
57	Kanchinadham Parvatheesam	40	Company Secretary	97,78,369	C.S, LLB, MBL, MBA	16	12.01.2015	Infosys
58	Kar Ajit	47	Chief - Electrical Maintenance Iron Making	66,97,014	B.Tech	23	13.07.1992	-
59	Kedia Sanjay Kumar	53	Chief - Mechanical Maint. Steel Making	74,65,084	B.E	24	20.09.1991	Century Cement & Maihar Cement
60	Kothari A.D.	47	Chief - Project Coke, Sinter & Iron	91,26,619	B. Tech.	24	01.07.1991	-
61	Kuchroo Sahabji	52	Chief - (KBP & Projects), West Bokaro	65,54,866	B.E	27	29.09.1988	-
62	Kumar Prabhat	48	COMS (Industrial Products, Projects & Export	81,01,260	B.Tech	25	01.10.1990	-
63	Kumar Rajesh	49	Chief - LD#3 & TSCR	81,71,094	B.Tech, P.G.D.B.M	28	01.07.1987	-
64	Kumar Sharat Chandra	53	Chief - Project Environment	79,46,247	B. Sc. (Engg)	30	01.07.1985	-
65	Kumar T.S. Suresh	58	Chief - Natural Resources Division	94,50,598	B. Sc., M,Sc	14	20.07.2009	ACC Ltd
66	Kumar Ashok	54	Chief - Technology Officer, Process	1,19,68,953	B.Tech	31	01.07.1984	-
67	Kumar D	58	Chief - Buss. Analysis Investments & New Venture	69,37,671	B.Com,C.A, ICWA	30	02.11.1985	-
68	Kumar Rajiv	48	Vice President Operation - KPO	1,63,16,237	B. Sc. (Engg)	25	01.10.1990	-
69	Kumar Suresh	58	Vice President - Shared Services	1,54,56,506	B.Tech, P.G.D.B.M	35	01.08.1982	-
70	Lal Mohan*	63	Vice President - Projects	1,15,72,613	B.Sc (Engg), P.G.D.B.M	37	09.01.1978	-
71	Lall Meena	51	Chief - (Legal & Compliance)	80,52,208	B. Sc., LLB	26	10.01.1990	-
72	Lt. Gen.(Dr.) G. Ramdas	65	General Manager - Medical Services	73,28,726	MBBS, MS, MSH	3	07.06.2012	-
73	Mahashabde Vinay V	50	Chief - Technology Officer, Flat Products	87,25,851	B.Tech	29	01.07.1986	-
74	Mallika Bohm	51	Sr. Manager - Special Coatings	1,04,38,936	M.Sc, PHD	13	01.08.2014	Tata Steel UK

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75	Manish Mishra	47	Chief Regulatory Affairs, India	69,65,777	B. Tech.	25	01.02.2006	Global Steel Holing
76	Manish Sharma	51	Principal Executive Officer (Corporate)	1,64,55,606	B. Tech, PGD (MGMT)	24	25.08.1991	-
77	Mishra Parthasarathi	51	Chief - HRM KLN Steel	83,42,781	B. Tech.	21	02.09.2013	-
78	Mishra Prakhar	55	Chief - Coke Ovens	87,37,024	B.Tech	31	01.07.1984	-
79	Misra Arun	50	Vice President - Gopalpur Project	1,69,81,445	B.Tech	27	01.07.1988	-
80	Mitra Nil Ratan	58	Pilot	72,88,308	M.A, LLB	37	02.06.2008	Bhoomika Airways
81	Mohanty Bibhudutta	48	Chief - (Processing & Logistics) OMQ	63,75,127	B.E	23	18.01.1993	-
82	Mokashi S	58	Chief - Group Information Services	1,41,03,844	B.Tech, PG.D.B.M	34	01.02.1982	-
83	Murty V S N	65	Advisor to GED F&C & CFO & Director	1,39,69,120	B.Com, C.A	39	01.06.1976	-
84	Narendra Kumar Gupta	48	Chief - (S E Block)	63,68,377	B. Tech,	25	01.07.1990	-
85	Narendran TV	50	MD (India and South East Asia)	7,79,80,483	B.E, PGD (Mgmt)	27	01.07.1988	-
86	Nandan Krishna *	60	Chief - Corporate Relations & Land Mgmt-JSR	51,99,722	LLB	38	07.12.1977	-
87	P. Anand	46	Chief - Marketing (BPS & S - Retail)	65,64,864	B.E	22	12.07.1993	-
88	Pal Atanu Ranjan	48	Chief - RTG	65,93,843	B.Tech, Ph D	25	22.04.1991	-
89	Panda Amitabh	48	Group Head - Shipping & Logistics	89,31,982	B.E, PGDBM	27	01.10.2004	TISCO/JICI Bank Ltd, Free Markets Services Pvt. Ltd.
90	Pandey Hari Ignatius	55	Sr. Consultant	68,71,977	MBBS, M S	17	02.09.1998	Radhaswamy Satsang Hospital
91	Pandey Subodh	46	Executive-in-Charge (Tubes)	96,21,420	B.Tech	23	13.07.1992	-
92	Pathak Sudhansu	54	Vice President - Steel Manufacturing	1,62,60,123	B.E, PG.D.B.M	31	01.01.1986	-
93	Pati Srikant Kumar	57	Chief - Environment Management	77,49,415	B.Sc (Engg), PG.D.B.M	34	01.07.1981	-
94	Peeyush Gupta	47	Vice President - Steel Marketing & Sales	1,72,62,820	B.E, MBA	23	01.01.1993	-
95	Prasanta Mallick	51	General Manager -(Corporate Services) KPO	62,57,398	AMIE	31	30.03.1988	Suburban Industries Pvt Ltd.
96	Praveen Sood	54	Chief - (Corporate & International Taxation)	60,69,030	B.Com, C.A	27	15.11.1988	-
97	Purohit Sushil Kumar	54	Pilot	68,48,577	L L B	10	03.04.2006	-
98	R R Satapathy	49	Chief - (Processing & Logistics) OMQ	61,77,314	AMIE	22	01.12.1993	-
99	R. V. Ramna	54	Chief - G Blast Furnace	75,08,531	B. Tech	29	30.06.1986	-
100	Ravichandran V	54	CSM - Automotive & Industrial Products	63,91,214	Dip-Engg	17	22.06.1998	NSL Limited
101	Rajesh N	49	Chief - Manufacturing, Flat Product	84,79,654	B.Tech	27	01.07.1988	-
102	Rajoria Sanjay	50	General Manager (W B)	80,57,656	B.E	27	01.07.1988	-
103	Ranganath R	56	Vice President - Finance India & SE Asia	1,75,30,489	B.Sc, C.A	32	16.05.2013	Cairn India Ltd.
104	Ranjan Rajiv	57	Chief - Project Power Systems	74,08,530	B. Sc. (Engg)	35	01.08.1980	-
105	Ranjan Amrendra	56	Chief of Electrical Maintenance	91,81,025	B.Tech, PGDBM	35	01.07.1980	-
106	Reddy Polimera Srinivasa*	52	Chief - Strategic Project Procurement	26,66,680	B.Tech, M.Tech	28	30.01.1988	-
107	Ritu Raj Sinha	48	Chief - Corporate Services	65,76,924	B.E	25	01.10.1990	-
108	Salar Nirbhay Singh	49	Chief - Project Planning	73,30,140	B.E, M.Tech	25	01.07.2013	Tata Power Company Ltd.
109	Samir Chakrabarti	57	Chief - Customer Relationship Mgmt.	65,69,517	B. Tech.	33	02.08.1982	-
110	Sanak Ghosh	55	Chief (Quarry - AB & E), West Bokaro	62,49,629	B. Tech.	33	02.08.1982	-

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111	Sandeep Kumar	47	Executive-In-Charge (IBMD)	68,21,924	B.Tech., PGD (Mgmt)	24	01.07.1991	-
112	Sanjay S Sahni	43	CSM-Automotive & Industrial Products	63,40,036	B.E	21	01.04.2006	NatSteel Iranian
113	Satyanarayana Sistla*	60	Chief - Automation	31,74,287	B.Tech, M.Tech	23	07.04.1993	-
114	Sarajit Jha	40	Chief - Corporate Strategy	70,89,834	B. Sc (Hons)	16	01.04.2015	Tata Business Support Services
115	Sarkar Atrayee	45	COMS (Branded Products, Retail & Solutions)	83,21,399	B.A, PDDBM	20	01.06.1998	Hindustan Lever Ltd.
116	Sarkar Prosenjit	57	Chief - Project Utilities	1,79,92,551	B. Sc. (Engg),PGDBM	35	02.02.1981	-
117	Sarvesh Kumar	49	Chief Corp. Comm. - Brand Mgmt. & Strat. Comm.	60,36,442	BA,MBA	14	03.07.2001	-
118	Saxena Anurag	49	Chief - Electrical Maint. Steel Making	77,10,660	B.E,MBA	28	17.12.1999	National Fertilizers
119	Sen Anand	56	President - TQM & Steel Business	4,08,99,164	B.Tech (Hons), Met. Engg, P.G.D.B.M	34	27.07.1981	-
120	Shah Samita	45	Group Head - Corp Finance & Risk Management	1,03,48,734	B A(Hons), PG Diploma	23	18.10.2012	Axis Bank
121	Sharad Kumar	52	Chief - Power Management	72,78,062	B. Tech.	29	01.07.1986	-
122	Sharma Sharad Kumar	49	Officer on Deputation	68,24,740	B. Tech.	27	01.07.1988	-
123	Shashi Shekhar Hota	56	Chief HRM - Raw Materials	61,52,101	M.Com, PGD (MGMT)	30	07.06.1985	-
124	Shukla Shobhit	58	Chief - (Corporate Audit & Assurance) I & SEA	74,70,915	B.Com, C.A	30	19.03.1986	-
125	Singh Prakash	44	Executive-in-Charge (Growth Shop)	70,75,522	B.E	22	01.07.1993	-
126	Singh Jai Prakash	59	Chief - Projects (Jamshedpur)	90,96,013	B. Sc. (Engg)	35	30.03.1981	DET, Jamshepur, Principal R.I.T, Jamshedpur
127	Singh Manish Kumar	49	Chief - Automation	79,21,972	B. Sc. (Engg)	20	02.05.1996	RINL
128	Singh S K	47	General Manager (Jharia)	91,09,996	B.Tech	24	01.07.1991	-
129	Singh Uttam	47	Chief - Blast Furnaces	1,05,35,322	B.Tech	23	13.07.1992	-
130	Singhal Rajeev	52	Vice President - Raw Material	1,76,81,689	B.Tech, P.G.D.B.M	30	01.07.1985	-
131	Sinh Devraj	55	Chief (Corporate Legal - Finance & M&A)	75,70,004	B.A (Hons), LLB	25	01.09.2008	Larsen & Tourbro Ltd.
132	Sinha Arvind Kumar	59	Chief - Electrical T & D	79,09,610	B.Tech, P.G.D.B.M	37	01.01.1979	-
133	Soni Rajiv Kumar	55	Executive-In-Charge(Global Wires-India)	96,26,445	B. Sc. (Engg), PGDBM	33	02.08.1982	-
134	Srivastava Ved Prakash	56	Chief IT - Architecture & Tech Support	85,21,478	B.Tech, PGD (Mgmt)	35	01.08.1980	-
135	Subhra Baran Sengupta	55	Chief - Project Engineering	62,03,581	B. Tech, ME, ICWA	33	18.11.2013	Ausenco Ind. Ltd.
136	Subrata Das	48	Chief (Jamadoba Group)	62,51,067	B. Tech.	25	01.07.1990	-
137	Sudhanshu Kumar	57	Chief - Town Infrastructure & Logistics	98,13,629	B.Sc (Engg), P.G.D.B.M	32	08.08.1983	-
138	Sumit Shubhadarshan	47	Chief - Group Investment Management	71,59,585	B.Sc.,CA	21	12.12.1994	-
139	Sundara Ramam D B	46	Executive-in-Charge (FAM)	1,04,52,477	B. Sc. (Engg)	25	28.07.1990	-
140	Sunder Shyam*	54	Chief - Corporate Safety	35,41,941	B.E	32	08.08.1983	-
141	Suri Kulvin	55	Chief - Corporate Communication India &SEA	63,06,241	B.Com	32	02.01.1984	-
142	Sushanta Kumar Mishra	45	Officer on Deputation	65,59,440	B. Tech.	21	01.07.1994	-
143	Talwar Dipali	46	Group General Counsel	1,34,33,914	B.A, LLB, LL.M	21	30.06.2014	-
144	Thomas M C	44	General Manager (O M & Q)	1,57,54,526	B.E	23	01.07.1992	-
145	Tiwari Satish Kumar	50	Chief of Mechanical Maintenance	76,19,484	B.E	26	01.07.1989	-

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146	Tripathi Suresh Dutt	55	Vice President (Human Resource Mgmt.)	2,64,76,527	B. Sc. (Hons), M. Sc., Diploma in Social Welfare	32	18.10.2012	SRF
147	T. Venugopalan	63	Technical Advisor	1,86,67,336	B.Tech (Met Engg), M.Tech (Ind. Metallurgy)	37	04.05.2001	Ispat Ind.
148	Verma Shailesh	49	Chief - Resident Executive, Ranchi	73,10,316	B.E	24	01.07.1991	-
149	Verma Akhil Kr*	60	Chief (Coal Co-Ordination & Management)	59,14,457	B.Tech	39	19.01.1977	-
150	V. K. Shah	48	Chief - New Bar Mill	63,98,300	B.E, PG DIPLOMA	25	02.07.1990	-
151	Yogesh Bedi	51	Chief - Marketing & Sales (IBMD)	62,72,660	B.Sc (Engg), P.G.D.B.M	26	04.12.1989	MECON

Notes:

- (1) Gross Remuneration comprises salary, allowances, monetary value of perquisites, commission to the Whole-time 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
- * Indicates earnings for the part of the year.

On behalf of the Board of Directors

Sd/
CYRUS P. MISTRY
 Chairman
 (DIN: 00010178)

Mumbai
 May 25, 2016