

**Disclosure in terms of the provisions of Section 197(12) of the Act read with Rules 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014**

(a) Top 10 Employees in terms of remuneration drawn:

Sr. No.	Name and age of the employee	Designation	Gross Remuneration	Nature of employment	Qualifications and experience	Date of commencement of employment	last employment	% of equity shares held by the employee in the company within the meaning of clause (iii) of sub-rule (2)
1.	Mr. Vikram Mehra (Age: 48 years)	Managing Director	Rs. 5,22,92,523 per annum##	Permanent	Qualification: B.Tech, MBA  Experience: 22 years	27.10.2014	Tata Sky Ltd	Nil
2.	Vineet Garg (Age: 49 years)	CFO	Rs. 1,22,10,061 per annum	Permanent	Qualification: Chartered Accountant Experience: 25 years	29.05.2018	Hathway Cable and Datacom Limited	Nil
3.	B.R. Vijaylakshmi (Age: 61 years)	Sr. VP-South TV & Films	Rs. 1,20,60,901 per annum	Permanent	Qualification: B Sc, Interior Design Experience: 39 years	01.10.2005	Producer/Director of TV Serials	Nil

4.	P J Colah (Age: 75 years)	Chief Manager	Rs. 11,398,052 per annum	Permane nt	Qualification: B.Ed. Experience: 23 years	01.04.2002	Philips Carbon Black Limited	Nil
5.	Kumar Ajit (Age: 42 years)	VP- Sales & Marketing	Rs. 10,600,683 per annum	Permane nt	Qualification: Post Graduate Diploma in Marketing & Finance Experience: 19 years	09.09.2016	Tata Sky Ltd.	Nil
6.	Rashna Pochkhanawala (Age: 44 years)	VP-Sales	Rs. 7,582,645 per annum	Permane nt	Qualification: Bachelor of Arts Experience: 23 years	30.03.2015	Times Global Broadcasting Company Limited	Nil
7.	Nitin Nair (Age: 37 years)	DGM-Sales	Rs. 5,747,756 per annum	Permane nt	Qualification: MBA - marketing Experience: 14 years	04.05.2015	British Council	Nil
8.	Yazad Anklesaria (Age: 40 years)	DGM- Technology	Rs. 5,679,957 per annum	Permane nt	Qualification: Diploma in Software Engineering Experience: 20 years	03.02.2014	On mobile Global Ltd.	Nil
9.	Rohit Chopra (Age: 44 years)	Sr. VP-Legal Upto September 30, 2018	Rs. 54,28,416 per annum	Permane nt	Qualification: Bachelor of Laws Experience: 19 years	01.02.2018	Times Television Network	Nil

10.	Mr. S. Sivakumar (Age: 48 years)	VP – Finance and Business Development (Upto September 19, 2018)	Rs. 41,18,553	Permanent	Qualification: CFA, MBA Finance Experience: 28 years	21.08.2002	Worldspace India	Nil
-----	-------------------------------------	---	---------------	-----------	--	------------	------------------	-----

## The Above remuneration does not include Stock Appreciation Rights (SAR) provision of Rs 16.26 lakhs for the year 18-19.

**(b) Employed throughout the year and were in receipt of remuneration aggregating to not less than Rs. 01.02 Crore per annum**

Name and age of the employee	Designation	Gross Remuneration	Nature of employment	Qualifications and experience	Date of commencement of employment	Last employment	% of equity shares held by the employee in the company within the meaning of clause (iii) of sub-rule (2)
Vikram Mehra (Age: 48 years)	Managing Director	Rs. 5,22,92,523 per annum##	Permanent	Qualification: B.Tech., MBA  Experience: 22 years	27.10.2014	Tata Sky Ltd	Nil
P J Colah (Age: 75 years)	Chief Manager	Rs. 11,398,052 per annum	Permanent	Qualification: B.Ed. Experience: 23 years	01.04.2002	Philips Carbon Black Limited	Nil
Kumar Ajit (Age: 42 years)	VP- Sales & Marketing	Rs. 10,600,683 per annum	Permanent	Qualification: Post Graduate Diploma in Marketing & Finance Experience: 19 years	09.09.2016	Tata Sky Ltd.	Nil

## The Above remuneration does not include Stock Appreciation Rights (SAR) provision of Rs 16.26 lakhs for the year 18-19.

(c) Employees employed for the part of the year and drew remuneration during the financial year 2018-19 at a rate which in aggregate was not less than Rs. 8.50 Lakhs per month:

Name of the employee	Designation	Gross Remuneration	Nature of employment	Qualifications and experience	Date of commencement of employment	Last employment	% of equity shares held by the employee in the company within the meaning of clause (iii) of sub-rule (2)
Ghanashyam B Aayeer (Age: 59 years)	Whole-Time Director and CFO (upto May 28, 2018)	Rs. 23,91,315	Permanent	Qualification: Chartered Accountant  Experience: 38 years	17.11.2003	CEAT Ltd.	Nil
Rohit Chopra (Age: 44 years)	Sr. VP-Legal (Upto September 30, 2018)	Rs. 54,28,416	Permanent	Qualification: Bachelor of Laws Experience: 19 years	01.02.2018	Times Television Network	Nil
S Sivakumar (Age: 48 years)	VP - Finance & Business Development (upto September 19, 2018)	Rs. 41,18,553	Permanent	Qualification: CFA, MBA Finance Experience: 28 years	21.08.2002	Worldspace India	Nil
Vineet Garg (Age: 49 years)	Sr. VP- CFO	Rs. 1,22,10,061	Permanent	Qualification: CA Experience: 25 years	29.05.2018	Hathway Cable and Datacom Limited	Nil