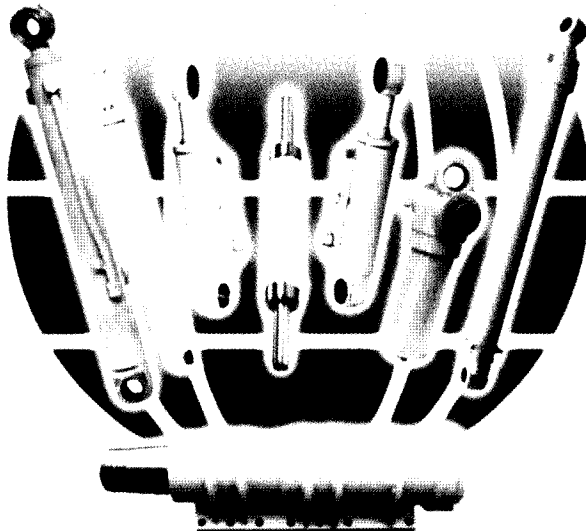
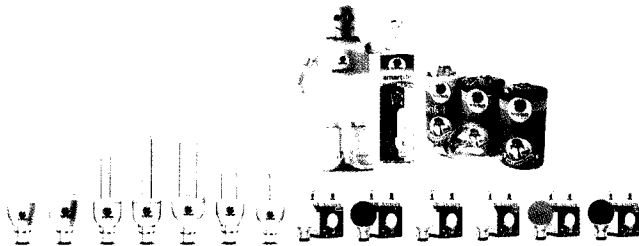
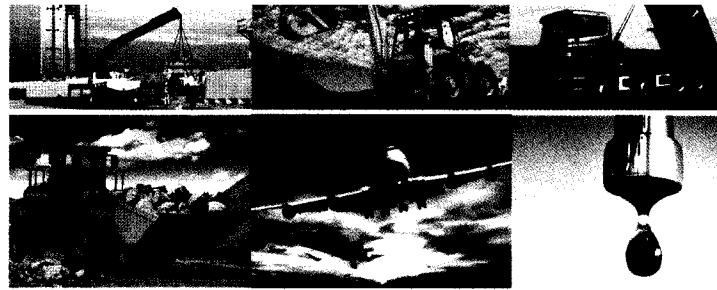
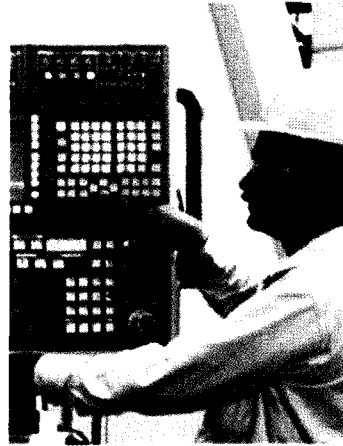
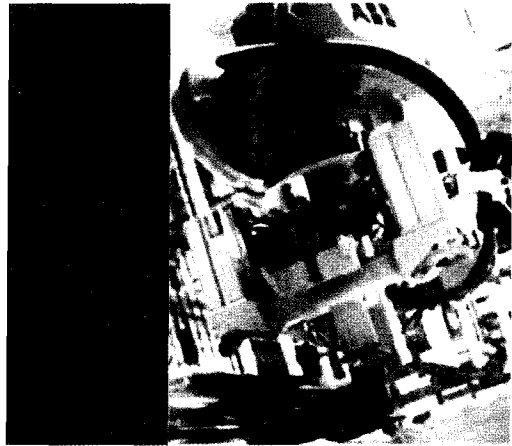
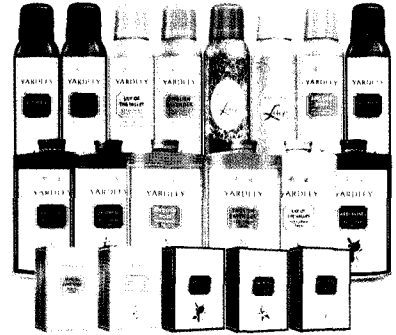




WIPRO ENTERPRISES LIMITED



ANNUAL REPORT
2012-2013



INSIDE

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ABOUT WIPRO INFRASTRUCTURE ENGINEERING (WIN)

Wipro Infrastructure Engineering (WIN) specializes in designing and manufacturing custom Hydraulic Cylinders (Double Acting, Single Acting and Telescopic Cylinders), Actuators and Precision Engineered Components for infrastructure and related industries such as Construction & Earthmoving, Material/Cargo Handling and Forestry, Truck Hydraulic, Farm & Agriculture, Mining, and Aerospace & Defense.

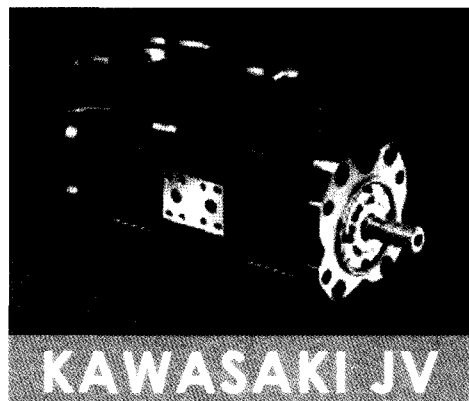
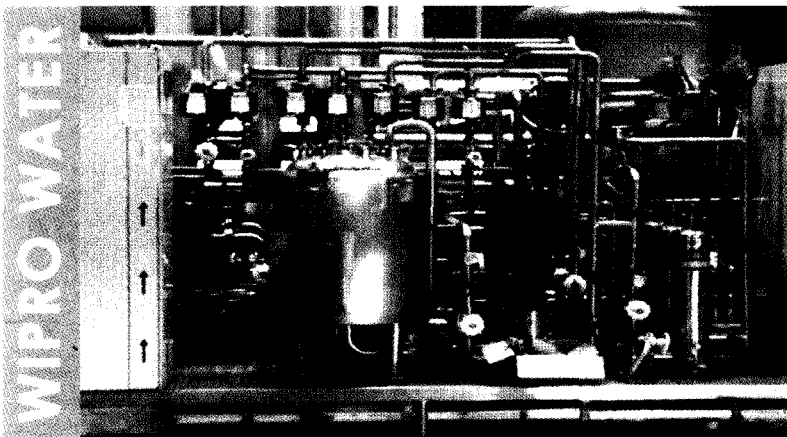
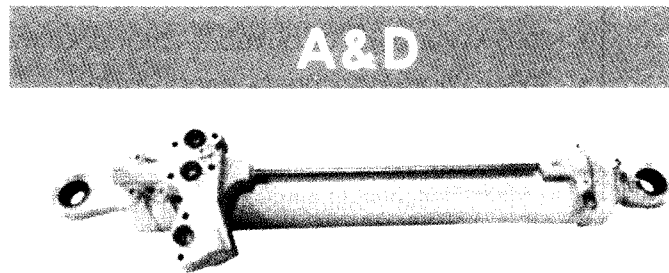
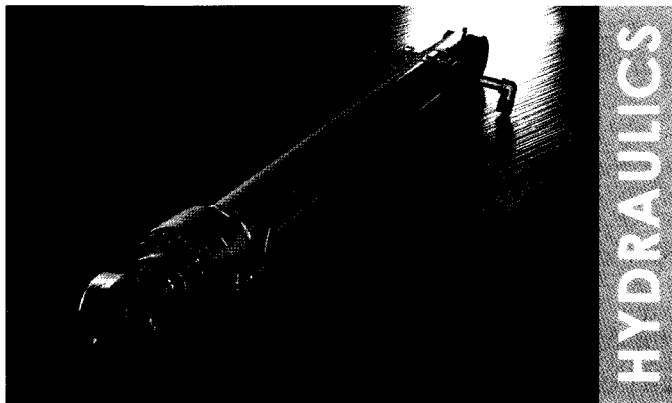
With a global workforce of over 1,700 committed and skilled people, and 14 state-of-the-art manufacturing facilities across India, Northern Europe, Eastern Europe, US, Brazil and China - Wipro Infrastructure Engineering is the largest independent hydraulic cylinder manufacturer in the world, delivering around 2 million cylinders to OEMs in different geographies.

Over 6 decades of experience coupled with deep engineering expertise, cross-continental geographic presence, scalable manufacturing and consistent Quality has made Wipro one of the preferred partners of hydraulic solutions to global OEMs.

This year, WIN launched a new Aerospace & Defence (A & D) business for the manufacture, assembly and testing of aerospace actuators in partnership with large European OEM who will provide the technology for developing and manufacturing these components and also transfer manufacturing workload for both existing and new programs to Wipro. This partnership and platform will help us build deep domain expertise in this segment. Commercial Production is expected to commence in FY 14.

As an adjacent extension of Hydraulic Cylinders, WIN has partnered with Kawasaki to manufacture Hydraulic Pumps for Excavators. This product is very niche and technologically advanced. We have commercialized production in record time in FY13.

WIN also has a platform in the Water business, offering end-to-end solutions in Water and Wastewater treatment for industrial applications. Equipped with modern production facilities, Wipro Water is a key player in this segment with capabilities to design & manufacture, install & maintain Water and Waste Water Treatment Plants for diverse industries like Oil & Gas, Steel, Power, Pharma & Chemicals to name a few.



ABOUT WIPRO CONSUMER CARE AND LIGHTING

Wipro Consumer Care and Lighting business includes soaps, toiletries, personal care products, baby care products, wellness products, electrical wire devices, domestic and commercial lighting and modular office furniture. We have a strong brand presence with significant market share in identified segments. In addition, we have a strong presence in the personal care and skin care products market in South-East Asia and Middle-East.

Wipro Consumer Care and Lighting (WCCLG) is today among the top FMCG companies and amongst the fastest growing FMCG companies in India. It has presence in over 40 countries with over 8300 employees worldwide. It has 8 production plants in India and 7 overseas. Besides India, the business has significant presence in Malaysia, Indonesia, Vietnam, China, Taiwan, Hong Kong and Middle East.

Wipro Consumer Care and Lighting organic growth has been led by growth in toilet soaps, domestic and institutional lighting and office furniture. It has gained Global footprint with acquisition of Unza, Yardley and LD Waxsons. The key brands include – Santoor (a Toilet soap brand with extensions in talcum powder, Handwash, Facewash, Body Lotion, Baby Soap and Shampoo), Chandrika soap, Glucovita Glucose powder, Northwest Switches, Enchanteur (a female toiletry brand), Romano (a male toiletry brand), Bio Essence (a skincare brand) and Yardley (a luxury toiletry brand).

MILESTONES

- 1947 - Establishment of an Oil crushing unit at Amalner in Maharashtra
- 1970 - Manufacture of Hydrogenated cooking (Vanaspati) medium at Amalner
- 1982 - Introduced Flexi Packs for Hydrogenated cooking medium - a first in India
- 1986 - Santoor soap launched
- 1991 - Wipro Lighting established
- 2003 - Launch of Wipro Safewash
- 2003 - Glucovita acquired & Chandrika Marketing Rights obtained
- 2004- Wipro Furniture business started
- 2006 - Acquisition of North West Switches
- 2007 – Acquisition of Unza, One of the leading companies of South East Asia, in personal care business.
- 2009 – WCCLG Revenues cross Rs. 2000 Cr.
- 2010 – Acquisition of rights of brand Yardley for India & MENA
- 2011 – Acquired Aramusk
- 2012 – Acquisition of rights of brand Yardley for Yardley UK
- 2013 - Acquisition of South East Asian Skin care company LD Waxson



DIRECTORS' REPORT

Dear Shareholders,

On behalf of the Board of Directors, I am happy to present the 3rd Directors' Report of your Company along with the Balance Sheet and Profit and Loss Account for the year ended March 31, 2013.

This is the first year of the company post demerger of the diversified business of Wipro Limited. It has been a challenging year in the light of general slowdown in the economy in India and worldwide.

Financial Performance

Key aspects of consolidated financial performance for Wipro Enterprises Limited (Formerly Azim Premji Custodial Services Limited) and its group companies and standalone financial results for Wipro Enterprises Limited for the financial year 2012-13 are tabulated below:

(₹ in Mn)

Particulars	Consolidated ^(a)		Standalone	
	2013	2012	2013	2012 ^(b)
Sales & Other Income	60,106	33,776	-	-
Profit before Tax	6,642	4,558	-	-
Provision for Tax	1,511	886	-	-
Minority interest and equity in earnings/(losses) in affiliates	(123)	-	-	-
Profit for the year	5,008	3,672	-	-
Appropriations				
Net surplus retained in Profit & Loss account	5,008	3,672	-	-

^(a) This year being the first year of application of Accounting Standard ('AS') 21 Consolidated financial statements, previous year comparatives have not been provided.

^(b) Values are less than one million rupees.

Note on Scheme of arrangement

During the year, pursuant to a Scheme of Arrangement ('the Scheme') under Section 391 to 394 of the Companies Act, 1956, Wipro Limited has demerged its non-IT business comprising consumer care and lighting, infrastructure engineering and other non-IT business segments (collectively, the 'Diversified

Business') into a new company, Wipro Enterprises Limited. The Scheme became effective on March 31, 2013 ('the effective date'), with an appointed date of April 01, 2012 ('the appointed date'), after receiving the sanction of the Honorable High Court of Karnataka and filing of the certified copy of the order with the Registrar of Companies. Please see financial statements sections for further details. In terms of the Scheme, the Company at the option of the shareholders of Wipro Limited, issued either equity or redeemable preference shares (in consideration for the transfer of the diversified business) to each shareholder of Wipro Limited on the basis of an approved swap ratio. The Scheme also provided for an option for the public shareholders of Wipro Limited to exchange equity shares of the Company for the listed shares in Wipro Limited held by the Promoter group. The said issue and exchange of shares was completed in the month of May 2013, subsequent to the effective date.

Subsidiary Companies

The Ministry of Corporate Affairs, Government of India, has granted a general exemption under section 212(8) of the Companies Act 1956 from the requirement to attach detailed financial statements of each subsidiary. In compliance with the exemption granted, we have presented in page 63 & 64, the summary of financial information for each subsidiary.

The detailed financial statements and audit reports of each of the subsidiaries are available for inspection at the registered office of the company during office hours between 11 am to 1 pm and upon written request from a shareholder, your company will arrange to send the financial statements of subsidiary companies to the said shareholder.

Mergers and Acquisitions

Acquisitions:

a. L. D. Waxsons Group

In January 2013, the Company acquired L. D. Waxson Group, a Singapore head quartered Fast Moving Consumer Goods (FMCG) company.

b. Others

In June 2012 and February 2013, the Company made an acquisition of Yardley of London Limited, based out of

United Kingdom a consumer care company having strong and heritage brands in its portfolio and certain other acquisitions in the space of Infrastructure Engineering (Hervil Group) a Romanian based company.

Investments in direct subsidiaries

During the year under review, your Company had invested an aggregate of USD 1Mn as equity in its direct subsidiary Wipro Infrastructure Engineering Machinery (Changzhou) Company Ltd. Apart from this, the Company had funded its subsidiaries, from time to time, as per the fund requirements, through guarantees and other means.

The company has also carried out restructuring of its overseas subsidiaries pursuant to the approval of the Scheme of Arrangement for demerger/reorganization plan by the Courts/Regulatory authorities outside India respectively.

Personnel

The particulars of employees as required by Section 217 (2A) of the Companies Act, 1956, read with the Companies (Particulars of Employee) Rules, 1975 have been provided as Annexure 'B' to this report.

Foreign Exchange Earnings and Outgoings

During the year, your company has earned foreign exchange of Rs1510 million and the outgoings in foreign exchange were Rs.58 million, excluding outgoings on materials imported.

Research and Development

Requirement under Rule 2 of Companies (Disclosure of particulars in the report of Board of Directors) Rules, 1988 regarding Technical Absorption and Research and Development in Form B is given in Page 5 of the Annual Report, to the extent applicable.

Conservation of Energy

The Company has taken several steps to conserve energy through its "Eco Eye and Sustainability" initiatives. The information on Conservation of Energy required under Section 217(1)(e) of the Companies Act, 1956 read with Rule 2 of the Companies (Disclosure of Particulars in the Report of Board of Directors) Rules, 1988 is provided in Annexure A in page 4 of this annual report.

Directors:

(A) Appointment/Cessation

Mr. Lakshminarayana KR was appointed as an Additional Director of the Company with effect from January 15, 2013 in accordance with Section 260 of the Companies Act, 1956. Mr. Lakshminarayana KR has resigned as Board member of the company with effect from May 10, 2013

Mrs. Yasmeen Azim Premji has resigned as Board member of the company with effect from May 10, 2013.

The Board places on record the valuable contributions of Mr. Lakshminarayana KR and Mrs. Yasmeen Azim Premji during their tenure as Directors of the Company.

(B) Particulars of directors proposed for appointment/ re-appointment

1. Mr. Suresh C Senapaty was appointed as an Additional Director of the Company in accordance with Section

260 of the Companies Act, 1956, by the Board of Directors with effect from April 1, 2013. The Additional Director would hold office till the date of Annual General Meeting of the Company scheduled to be held on September 30, 2013. The requisite notice together with necessary deposit has been received from a member pursuant to Section 257 of the Companies Act, 1956, proposing the election of Mr. Suresh C Senapaty, as a Director and accordingly the director is proposed to be re-appointed. The director shall be subject to retirement by rotation.

2. Mr. Vineet Agrawal was appointed as an Additional Director (designated as CEO – Consumer Care & Lighting Business and Executive Director) of the Company in accordance with Section 260 of the Companies Act, 1956, by the Board of Directors with effect from April 1, 2013. The Additional Director would hold office till the date of Annual General Meeting of the Company scheduled to be held on September 30, 2013. The requisite notice together with necessary deposit has been received from a member pursuant to Section 257 of the Companies Act, 1956, proposing the election of Mr. Vineet Agrawal, as a Director and accordingly the director is proposed to be re-appointed. The director shall be subject to retirement by rotation.
3. Mr. Pratik Kumar was appointed as an Additional Director (designated as CEO – Infrastructure Engineering Business and Executive Director) of the Company in accordance with Section 260 of the Companies Act, 1956, by the Board of Directors with effect from April 1, 2013. The Additional Director would hold office till the date of Annual General Meeting of the Company scheduled to be held on September 30, 2013. The requisite notice together with necessary deposit has been received from a member pursuant to Section 257 of the Companies Act, 1956, proposing the election of Mr. Pratik Kumar, as a Director and accordingly the director is proposed to be re-appointed. The director shall be subject to retirement by rotation.
4. Mr. Rishad Premji was appointed as an Additional Director of the Company in accordance with Section 260 of the Companies Act, 1956, by the Board of Directors with effect from April 1, 2013. The Additional Director would hold office till the date of Annual General Meeting of the Company scheduled to be held on September 30, 2013. The requisite notice together with necessary deposit has been received from a member pursuant to Section 257 of the Companies Act, 1956, proposing the election of Mr. Rishad Premji, as a Director and accordingly the director is proposed to be re-appointed. The director shall be subject to retirement by rotation.

Appointment of Statutory Auditor

The auditors, M/s. BSR & Co., Chartered Accountants (Regn No. 101248W with ICAI), retire at the ensuing Annual General Meeting and have confirmed their eligibility and willingness to accept office, if re-appointed. The proposal for their re-

appointment is included in the notice for Annual General Meeting sent herewith.

Appointment of Cost Auditor

Pursuant to the direction from the Ministry of Corporate Affairs for appointment of Cost Auditors, your Board of Directors have re-appointed M/s. P.D. Dani & Co. and M/s PSV & Associates, Cost Accountants, as the Cost Auditors for Consumer Care & Lighting Division and Infrastructure Engineering divisions respectively for the year ended March 31, 2013.

Fixed Deposits and Dividend

Your company has not accepted any fixed deposits. Hence, there is no outstanding amount as on the Balance Sheet date.

The company has not proposed any dividend in current year. Dividend is payable to Preference Shareholders in 2014 as per the Scheme of Arrangement.

Corporate Governance and Corporate Social Responsibility

With the view to strengthening the Corporate Governance framework, the Ministry of Corporate Affairs has incorporated certain provisions in the Companies Act, 2013. The Ministry of Corporate Affairs has also issued a set of Voluntary Guidelines on Corporate Governance and Corporate social responsibility in December 2009. Your company is in the process of initiating appropriate action, for Compliance.

Green Initiatives in Corporate Governance

Ministry of Corporate affairs have permitted companies to send electronic copies of Annual Report, notices, quarterly results, intimation about dividend etc., to the e-mail IDs of shareholders. We are accordingly arranging to send the soft copies of these documents to the registered e-mail IDs of shareholders available with us or with our depositories. In case any of the shareholder would like to receive physical copies of these documents, the same shall be forwarded on written request to the Registrars M/s. Karvy Computer Share Private Limited.

Registrar and Transfer Agents

The Power of share transfer and share related Registry operations have been delegated to Registrar and Share Transfer Agents M/s Karvy Computershare Private Limited, Hyderabad.

Share Transfer System

The turnaround time for completion of transfer of shares in physical form is generally less than 15(fifteen) days from the date of receipt, if the documents are clear in all respects. We have also internally fixed turnaround times for closing the queries/complaints received from the shareholders within 15(fifteen) days if the documents are clear in all respects.

Address for correspondence

The address of our Registrar and Share Transfer Agents is given below.

M/s Karvy Computershare Private Ltd.

Karvy House
Karvy Computer Share Private Limited, Unit: Wipro Limited,
Plot no: 17-24, Vittal Rao Nagar, Madhapur,
Hyderabad -500 081.India
Tel: 040 23420815
Fax: 040 23420814

Shareholders Grievance queries can be sent through email to the following designated email ids.

- a. Email id: einward.ris@karvy.com
- b. Email id: jayaraman.vk@karvy.com
Contact person: Mr. V K Jayaraman
- c. Email id: krishnan.s@karvy.com
Contact person: Mr. Krishnan S

Shareholders can also send their correspondence to the Company with respect to their shares, request for annual reports and other shareholder grievance. The contact details is provided below:

Mr. Chethan,
Company Secretary
Wipro Enterprises Limited
No 134, Doddakannelli,
Sarjapur Road, Next to Wipro Corporate Office,
Bangalore - 560 035. India
Ph: 91 80 28440011 (Extn: 226109)
Fax: 91 080 28440051
Email: Chethan.yogesh@wipro.com

Directors' Responsibility Statement

On behalf of the Directors I confirm that as required under Section 217 (2AA) of the Companies Act, 1956.

- a) In the preparation of the annual accounts, the applicable accounting standards have been followed and that no material departures are made from the same;
- b) We have selected such accounting policies and applied them consistently and made judgements and estimates that are reasonable and prudent so as to give true and fair view of the state of affairs of the Company at the end of the financial year and of the profits of the Company for the period;
- c) We have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 1956 for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities; and
- d) We have prepared the annual accounts on a going concern basis.

Acknowledgements and Appreciation

Your Directors take this opportunity to thank the customers, shareholders, suppliers, bankers, business partners/associates, financial institutions, Reserve Bank of India, and Central and State Governments for their consistent support and encouragement to the Company. I am sure you will join our Directors in conveying our sincere appreciation to all employees of the Company and its subsidiaries and Associates for their hard work and commitment. Their dedication and competence has ensured that the Company continues to be a significant and leading player in the industry.

For and on behalf of the Board of Directors of
Wipro Enterprises Limited

Azim H. Premji,
Chairman

Bangalore,
September 2, 2013

Annexure A forming part of the Directors Report

A. DISCLOSURE OF PARTICULARS WITH RESPECT TO CONSERVATION OF ENERGY (Wipro Infrastructure Engineering Division)				
			2012-13	2011-12
a.	Purchased			
	Unit	KWH	10,117,230	9,890,305
	Total Amount	₹	60,954,739	57,612,166
	Rate/Unit	₹	6.02	5.83
b.	Own Generation through Diesel Generator			
	Unit	KWH	2,412,051	2,204,232
	Unit/Litre of diesel	Units	2.95	2.99
	Cost Per Unit	₹	15.72	14.64

B. CONSUMPTION PER UNIT PRODUCTON (Wipro Infrastructure Engineering Division)			
	2012-13	2011-12	
	24.97	19.83	1.63
			1.21

C. DISCLOSURE OF PARTICULARS WITH RESPECT TO CONSERVATION OF ENERGY (Wipro Consumer Care & Lighting Division)				
			2012-13	2011-12
a.	Purchased			
	Unit	KWH	23,193,084	23,012,741
	Total Amount	₹	132,796,481	122,844,357
	Rate/Unit	₹	6	5
b.	Own Generation			
	Through Diesel Generator			
	Unit	KWH	1,379,376	1,525,930
	Unit/ Litre of diesel	Units	3	3
	Cost per Unit	₹	15	13
	COAL			
	Quantity	Tones	1,980	4,075
	Total Cost	₹	13,415,210	18,867,818
	Avg. Rate	₹	6,774	4,630
	FURNACE OIL			
	Quantity	Ltrs.	4,579,160	4,537,803
	Total Cost	₹	233,434,498	211,036,593
	Avg. Rate	₹	51	47
	LPG & PROPANE			
	Quantity	Kgs	619,809	826,377
	Total Cost	₹	41,077,052	43,754,490
	Avg. Rate	₹	66	53
	H2 GAS			
	Quantity	CMT	88,522	128,323
	Total Cost	₹	2,776,627	4,276,179
	Avg. Rate	₹	31	33

D. CONSUMPTION PER UNIT PRODUCTION
(Wipro Consumer Care & Lighting Division)

	2012-13	2011-12		
	151.14	99.00	NA	
	149.74	99.00	NA	
	12.01	12.07	0.18	
	13.48	16.00	0.17	
	103.65	104.35	3.10	
	113.77	129.00	2.25	

FORM B

Wipro Enterprises Limited's R&D Activities: 2012-13

A. Wipro Infrastructure Engineering Division:

1. WIN is the largest 3rd party manufacturer of Hydraulic Cylinders manufacturer in the world, catering to customers across continents for various applications. Our R&D team is present both in India and Europe. In India, Research & Development facility has an office floor area of 330 sq.mtrs and Validation laboratory facilities of 470 Sq. mtrs of area wherein various product validation/ verification facilities are housed. In Europe, R&D facility has an office floor area of 590 sq mtrs and validation laboratory facilities of similar 470 sq mtrs. Our thrust areas using the platform of customers and their product applications are the following
2. Thrust Areas :
 - a. Concept to Product design and development for Global OEMs for Construction and Material handling machines/Equipment and highway and off highway trucks
 - b. Developing of suspension systems for heavy construction equipment
 - c. Design to minimize Resource Utilization , Green Designs and implementation of "Design to Cost" techniques
 - d. Enhancement and extension of Product life through continual design improvements
 - e. Growing validation capabilities in line with DFSS (Design for Six Sigma) methodology for predictive designs
 - f. Continuous improvement in Product and Process Reliability and Quality
3. Design & Development Achievements : 262 types Hydraulic cylinders/ hydraulic systems designed & developed for various applications and models of equipments including below new models for Domestic and Global customers
 - a. Backhoe loaders: 19 types of cylinders developed for 2 new models
 - b. Excavators: 13 types of cylinders developed for 4 new models
 - c. Agri. tractors: 4 types of cylinders developed for 4 new models
 - d. Drill rigs: 14 types of cylinders developed for 1 new model
 - e. Loaders/Telehandlers: 10 types of cylinders developed for 3 new models
 - f. Road construction Soil compactors: 6 types of cylinders developed for 2 new models
 - g. Hydraulics cylinders/hydraulic systems designed and developed for 15 Truck models of various customers
 - h. Heavy & Warehouse Forklifts: 54 types of cylinders
 - i. Container handling machines: 12 types of cylinders
 - j. Forest machines & Truck Cranes: 26 types of cylinders
4. Process & Manufacturing Achievements:
 - a. State of the art Piston Rod Manufacturing plant is completed with a capacity of 3000m of plated rods/day. This Green plant with 19000Sq.m area, houses productive machines, advanced material handling, optimised labour and Zero discharge of pollutants.
 - b. Established Excavator line to produce 19000 cyl/annum capacity in Changzhou facility in China.
 - c. An SEZ unit at Perundurairi is built to supply parts to Europe and thereby increasing our competitiveness.
 - d. 3 key new processes were established and proven out:
 - i. Continued robotizing in the product lines and welding processes for eg. Advanced robotic welding for Off high way trucks, excavators and back hoes
 - ii. Induction based heat treatment for piston rods
 - iii. Enhanced service life of rods using plating techniques and super finishing
 - e. The largest Transfer of Work of undertaken from Skelleftea in Sweden to Chennai In India was completed.

f. Introduction of Lean concepts with tool-sets like VSM (Value Stream Mapping) , SMED (Single Minute Exchange Of Die) , 5S, Six Sigma including Kaizen activities

5. Development of Validation capabilities: The R&D Lab and Infrastructure in India was recently renovated to accommodate additional testing and validation capabilities. Introduced, Slurry Test Rig and completed design and development of push off system. A total of 139 types of products which included 467 samples of discrete validation tests were carried out in the last fiscal, an increase of >100%
6. Projects executed under VAVE (Value addition and Value Engineering) initiatives have reduced the products costs by which products have become more cost competitive in the market. 124 types of cylinders/ systems designs were reviewed, redesigned and developed for current models through VAVE & Quality improvement initiatives/ to meet customers changed specifications.

B. Wipro Consumer Care and Lighting Division:

Wipro R&D centre, Consumer Care is an approved R&D centre by Govt. of India as an In-house R&D centre. Main focus in R&D is to bring innovative products and processes to provide value addition to the consumer and bring differentiation on its product deliveries. The R&D centre is equipped with advanced machinery to support the product development of Personal care and wellness areas. R&D is spread in 4000 sq.ft area and is located at Sarjapur, Bangalore. Wipro Enterprises Limited focus is to bring sharp focus on development of new technologies & innovations aimed at delivering effective products which are superior over competition in terms of product performances. Main focus areas include product development of personal care categories includes skin care, deodorants, facial cleansers and wellness category. Besides in-house activities, the centre is in continuous touch with external labs and institutions in relevant areas of product development and product evaluation. R&D centers continue to focus on sustainable processes which may bring energy saving and reduce carbon emission.

THRUST AREAS:

1. Product development and evaluation of personal care and wellness products.
2. Method development and benchmark analysis of personal care and Wellness products.
3. Package design & development
4. Value engineering.
5. Collaborative work

Major Achievements 2012-13.

1. Product Development and Technology transfer of Santoor Shampoo
2. Product Development and technology transfer of Santoor Hand & Body Lotions
3. Product Development and technology transfer of Santoor Face Washes
4. Product Development and technology transfer of Chandrika Face Washes
5. Product Development and technology commercialization of Santoor Deodorants
6. Product development and technology transfer of Aramsuk Deodorants
7. Product development and technology transfer of Yardley Deodorants
8. Product development and technology transfer of Yardley & Aramusk shaving foams and creams
9. Product development and technology transfer of Glucovita Bolts
10. Method development of active components in Hair & skin care applications
11. Design & Development of moulds and standardization of process parameters for bottles
12. In-vitro evaluation of products and assessment of product efficacy

Annexure B

Particulars of employees as required by Section 217 (2A) of the Companies Act, 1956, read with the Companies (Particulars of Employee) Rules, 1975

Sl. No	Name of Employee	Date of Joining (dd/mm/yyyy)	Remuneration (₹)	Qualification	Age	Experience	Last Employment	Designation
1	Anil Chugh	19-Apr-1999	15,448,017	B.Tech, MMS	48	23	Gilletts	Senior Vice President
2	Anil Kumar Raina	31-Oct-1995	8,764,457	BE	52	30	EILL	Senior Vice President - Manufacturing
3	Bhat S P	11-Oct-1996	6,142,418	B.Tech	52	29	EILL	Vice President - Manufacturing - Baddi
4	Dilip Basole	19-May-1992	6,623,034	B.E, MMS	56	33	Videocon	Vice President - Commercial & Switches
5	Harish J Shah	18-Feb-1991	11,494,866	ICWA	55	36	National Textiles Corporation	Senior Vice President and Global Operations Head
6	K S Mani	19-Aug-1996	6,347,477	B.Sc, CA, ICWA	49	23	Ramco	Vice President - Finance
7	Padmanabha KN	1-Aug-1982	6,307,050	M. Tech	61	37	Bharat Electronics Limited	Contry Head - Romania
8	Parag Kulkarni	1-Jul-1993	7,032,083	BE	46	25	Atlas Copco	Senior Vice President & Business Head - Commercial Lighting & Furniture Business
9	Pramod Mahatme	5-Dec-2003	7,521,874	B.Sc, M.P.M.	55	32	Hindustan Lever	Vice President - Employee Relations
10	Raghavendran Swaminathan	30-Aug-2004	7,675,787	CA	42	18	Diamond Innovations	Vice President & CFO - Wipro Infrastructure Engineering Business
11	Rajesh Sahay	17-Mar-2010	8,486,681	B.A - Hons, PG DIP PM & IR	47	22	UBS / Cognizant	Vice President - HR
12	Rajib Ghosh	23-Aug-2004	7,240,782	PGDHRM	41	16	Accenture	Vice President - Human Resources
13	S Prasanna Rai	29-Sep-2011	6,127,340	B.Tech, PGDM	42	18	Johnson & Johnson	Business Development Manager and Marketing Controller
14	Sanjay Gupta	1-Jun-1993	7,018,103	BA, MBA	51	27	TTK PHARMA LTD	Vice President - Trade Sales
15	Sriram Kiyer	10-Apr-2000	6,749,919	B.E, MMS	41	18	Wilkinson Sword	General Manager - Sales
16	V Suresh	29-Jan-2010	10,080,725	B.Tech, PGDM	46	20	Godrej Consumer Care	Chief Marketing Officer
17	Vasudevan R	6-Jun-2005	8,922,187	B. Tech	54	31	TVS Electronics Ltd. Chennai	Senior Vice President & Global Sales Head
18	Vineet Agrawal	4-Dec-1985	28,406,698	B.Tech, MBA	52	28	First Employment	CEO - Consumer Care & Lighting and Executive Director

Notes:

1. Remuneration comprises of salary, performance based payments, allowance, medical, perquisite and company's contribution to PF and super-annuation.
2. The nature of employment is contractual in all the above cases.
3. None of the employees except the Chairman holds 2% or more of the paid up equity share capital of the Company.