

ANNEXURE 'A' TO DIRECTORS' REPORT

Statement containing salient features of the financial statement of subsidiaries/associates/joint ventures as per the Companies Act, 2013 for the year ended 31 March 2019
Part 1: Subsidiaries

Name of the subsidiary	Date of Acquisition	Reporting Currency	Share Capital	Reserves & Surplus	Total Assets	Total Liabilities	Investments (Other than Subsidiary)	Turnover	Profit / (Loss) before Taxation	Provision for taxation	Profit / (Loss) after taxation	Proposed Dividend	Mode and % of shareholding
Zee Network Distribution Limited (Formerly known as Zee Turner Limited)	31-Dec-01	INR	1	51	116	64	25	-	(1)	(0)	(1)	-	74%
EsseL Vision Productions Limited	10-Sep-10	INR	130	(179)	6,608	6,657	-	5,130	100	21	79	-	100%
Zee Digital Convergence Limited	23-Sep-04	INR	1	(19)	62	80	-	17	(13)	-	(13)	-	100%
Zee Unimedia Limited	1-Apr-16	INR	1	26	32	5	-	-	(5)	1	(6)	-	100%
Margo Networks Private Limited	17-Apr-17	INR	1	689	722	32	67	-	(21)	(34)	13	-	80%
Fly by Wire International Private Limited	14-Jul-17	INR	20	145	527	362	-	362	129	46	83	-	100%
India Webportal Private Limited	10-Dec-10	INR	1	(0)	6	-	-	0	(3)	-	(3)	-	100%
Idea Shopweb and Media Private Limited	1-Oct-15	INR	0	(7)	1	8	-	11	(2)	-	(2)	-	51.04%
Zee Multimedia Worldwide (Mauritius) Limited	10-Jun-11	USD	3,945	1,785	5,732	2	-	143	4	139	-	-	100%
Zee TV USA Inc. \$	30-Sep-99	USD	70	(70)	-	-	-	-	-	-	-	-	100%
Asia TV Limited & Asia TV Limited *	30-Sep-99	GBP	1,489	(374)	3,097	1,982	-	1,451	94	26	68	-	100%
OOO Zee CIS Holding LLC **	6-Feb-09	RUB	-	-	-	-	-	-	-	-	-	-	100%
OOO Zee CIS LLC **	26-Feb-09	RUB	0	19	31	12	-	13	2	0	2	-	100%
Asia Multimedia Distribution Inc. **	26-May-14	CAD	0	35	495	460	-	247	24	7	17	-	100%
Zee TV South Africa (Proprietary) Limited**	30-Sep-99	ZAR	0	(209)	171	380	-	277	14	-	14	-	100%
Asia TV USA Limited**	9-Nov-15	USD	0	208	3,033	2,825	-	2,139	68	0	68	-	100%
ATL Media Ltd (Formerly known as Asia Today Limited)	31-Mar-00	USD	0	15,160	21,325	6,165	5,990	2,735	(57)	(808)	751	-	100%
Expand Fast Holdings (Singapore) Pte Limited ^	30-Sep-99	USD	4	142	147	1	-	1	0	-	0	-	100%
Taj TV Limited ^	22-Nov-06	USD	333	1,454	2,052	265	-	-	(539)	11	(550)	-	100%
Asia Today Limited (Formerly known as Zee Multimedia (Maurice) Limited) ^	19-Jan-06	USD	7	338	11,271	10,926	-	2,657	(564)	4	(568)	-	100%
Asia Today Singapore Pte Limited & Zee Technologies (Guangzhou) Limited &&	30-Dec-15	USD	69	(24)	259	214	2	594	31	2	29	-	100%
Zee Entertainment Middle East FZ-LLC & ATL Media FZ-LLC &	11-Jul-06	YUAN	117	(195)	1	79	-	-	(3)	-	(3)	-	100%
Zee Studio International Limited ^	4-Sep-05	AED	47	2,355	2,624	222	-	1,839	430	-	430	-	100%
Zee Global FZ - LLC &	12-Feb-14	AED	1	(167)	1,027	1,193	-	324	81	-	81	-	100%
Asia TV GmbH **	20-Mar-17	CAD	0	(66)	136	202	-	-	(56)	-	(56)	-	100%
Pantheon Production Limited	20-Dec-16	AED	1	(1,084)	1,081	2,164	69	31	(753)	-	(753)	-	100%
Eevee Multimedia Inc. #	21-Mar-16	AED	1	9	81	71	-	320	9	3	6	-	100%
	29-Mar-18	CAD	0	(0)	10	10	-	-	(0)	-	(0)	-	100%
	8-Jul-13	USD	17	(84)	2	69	-	-	(1)	0	(1)	-	100%

^ Held through ATL Media, ** Held through Asia TV Limited, & Held through Asia Today Limited, && Held through Asia Today Singapore Pte Limited, # Held through EsseL Vision Productions Limited, \$ Held through ZMWL, As on 31 March 2019 P&L Rate 1 USD = ₹ 69.84, 1 MUR = ₹ 2.03, 1 YUAN = ₹ 10.41, 1 UAE = ₹ 19.03, 1 ZAR = ₹ 5.08, 1 GBP = ₹ 91.65, 1 RUB = ₹ 1.07, 1 CAD = ₹ 53.31, 1 EUR = ₹ 80.83, As on 31 March 2019 B/S Rate 1 USD = ₹ 69.45, 1 MUR = ₹ 1.99, 1 YUAN = ₹ 10.35, 1 UAE = ₹ 18.92, 1 ZAR = ₹ 4.80, 1 GBP = ₹ 90.55, 1 RUB = ₹ 1.06, 1 CAD = ₹ 51.83, 1 EUR = ₹ 77.95

Part 2 : Associates and Joint Venture
Statement pursuant to Section 129 (3) of the Companies Act, 2013 related to Associates and Joint Ventures

Name of Associates/ Joint Ventures	Date of Acquisition	Latest audited balance sheet Date	Shares of Associate/Joint Venture held by the company on the year end		Network attributable to Shareholding as per latest audited Balance Sheet	Profit / Loss for the year	Description of how there is significant influence	Reason why associate/ joint venture is not consolidated
			Numbers	Amount of Investment in Associates/Joint Venture				
Aplab Limited#	17-Nov-06	31-Mar-19	475,000	4	-	4	Refer Note A	
Asia Today Thailand Limited	5-May-14	31-Mar-19	10,000	2	3	0	Refer Note A	
Media Pro Enterprise India Private Limited	29-Jun-11	31-Mar-19	2,500,000	25	217	24	Refer Note B	

Associate upto 15 January 2019

Note A :- There is significant influence due to percentage (%) of Share Capital

Note B :- There is joint control by virtue of Joint Control Agreement

For and on behalf of the Board of Directors

Adesh Kumar Gupta
Director

Punit Goenka
Managing Director & CEO

Place: Mumbai

Date: May 27, 2019

ANNEXURE 'B' TO DIRECTORS' REPORT

Disclosures as required under Regulation 14 of SEBI (Share Based Employee Benefits) Regulations, 2014:

Sr	Particulars	Details
1	Relevant disclosures in terms of the Guidance Note on Accounting for employees share-based payments issued by ICAI or any other relevant Accounting Standards as prescribed from time to time.	Refer Note 16(e) of standalone financial statements for the year ended March 31, 2019 for details.
2	Diluted EPS on issue of shares pursuant to all the Schemes covered under the regulations shall be disclosed in accordance with Accounting Standard 20 – Earning Per Share issued by ICAI or any other relevant accounting standards as prescribed from time to time	Diluted EPS as per Indian Accounting Standards-33 is ₹ 17.23 (Refer Note 41 of Standalone financial statements for details)
3	Details relating to ESOS	
i	A description of each ESOS that existed at any time during the year, including the general terms and conditions of each ESOS including:	Presently the Company has only one Employee Stock Option Scheme, namely ZEEL ESOP Scheme 2009, which was amended on October 25, 2016 to align the Scheme in line with the requirements of Companies Act, 2013 and SEBI (Share Based Employee Benefits) Regulations, 2014 and to provide flexibility to the Nomination & Remuneration Committee for determination of exercise price.
	a. Date of Shareholders approval	August 18, 2009
	b. Total No. of Options approved under ESOP	21,700,355 Stock Options which were later enhanced to 43,400,710 in view of Bonus issue in 2010 in the ratio of 1:1.
	c. Vesting Requirements	Options granted under ZEEL ESOP Scheme 2009 would vest not less than one year and not more than five years from the date of grant of such options. Vesting of options would be subject to continued employment with the Company and /or its Subsidiary companies and thus the options would vest on passage of time. In addition to this, the Nomination & Remuneration Committee may also specify certain performance parameters subject to which the options would vest. The specific vesting schedule and conditions subject to which vesting would take place would be outlined in the document given to the option grantee at the time of grant of options.
	d. Exercise Price or pricing formula	The exercise price shall be equal to the closing market price on the day previous to the grant date or such other price (minimum being the value equivalent to face value of ₹ 1/- per equity share) as may be decided by the Nomination & Remuneration Committee
	e. Maximum term of Options granted	Options granted under ESOP 2009 shall be capable of being exercised within a period of four years from the date of Vesting of the respective Employee Stock Options.
	f. Source of shares (primary, secondary or combination)	Primary
	g. Variation in terms of Options	None
ii	Method used to account for ESOS – Intrinsic or Fair value	Fair Value
iii	Where the company opts for expensing of the options using the intrinsic value of the options, the difference between the employee compensation cost so computed and the employee compensation cost that shall have been recognised if it had used the fair value of the options shall be disclosed. The impact of this difference on profits and on EPS of the company shall also be disclosed.	Not Applicable as the Company has accounted for the Stock Option at Fair Value using the Black-Scholes-Merton Model based on assumptions detailed in Note 16(e) to the Notes to standalone financial statements for FY 2018-19
iv	Option movement during the year	
	Number of options outstanding at the beginning of FY 18-19	23,800

Sr	Particulars	Details
	Number of Options granted during FY 18-19	17,300
	Number of options forfeited / lapsed during FY 18-19	Nil
	Number of options vested during FY 18-19	12,880
	Number of options exercised during FY 18-19	12,880
	Number of shares arising as a result of exercise of options	12,880 Equity shares
	Money realized by exercise of options (INR), if scheme is implemented directly by the company	₹ 12,880/-
	Loan repaid by the Trust during the year from exercise price received	Not Applicable
	Number of options outstanding at the end of FY 18-19	28,220
	Number of options exercisable (vested) at the end of FY 18-19	Nil
v	Weighted-average exercise prices and weighted-average fair values of options shall be disclosed separately for options whose exercise price either equals or exceeds or is less than the market price of the stock.	During FY 2018-19, the Company had granted 17,300 Options at an exercise price of ₹ 1/- per Option and the Fair Value of these options as per Note 16(e) to standalone financial statements is ₹ 578.95/- per Equity Share. In view of this weighted average Exercise Price is ₹ 1/- and weighted average Fair Value is ₹ 580/-
vi	Employee wise details (name of employee, designation, number of options granted during the year, exercise price) of options granted to (a) Senior Managerial Personnel; (b) Any other employee who receives a grant in any one year of option amounting to 5% or more of option granted during that year; and (c) Identified employees who were granted option, during any one year, equal to or exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the company at the time of grant	a) & (b) Mr Punit Misra, CEO – Domestic Broadcast Business No of Options granted – 17,300 Exercise Price – ₹ 1/- (c) Not Applicable
vii	A description of the method and significant assumptions used during the year to estimate the fair value of options including the following information viz. (a) the weighted-average values of share price, exercise price, expected volatility, expected option life, expected dividends, the risk-free interest rate and any other inputs to the model; (b) the method used and the assumptions made to incorporate the effects of expected early exercise; (c) how expected volatility was determined, including an explanation of the extent to which expected volatility was based on historical volatility; and (d) whether and how any other features of the option grant were incorporated into the measurement of fair value, such as a market condition.	Refer Note 16(e) to the Notes to standalone financial statements for FY 2018-19 for description of method and significant assumptions used to estimate fair value of Options granted during FY 18-19.

For and on behalf of the Board of Directors

Punit Goenka
Managing Director & CEO

Adesh Kumar Gupta
Director

Place: Mumbai

Date: May 27, 2019

ANNEXURE 'C' TO DIRECTORS' REPORT

Annual Report on Corporate Social Responsibility (CSR) – FY 2018-19

1	A brief outline of the Company's CSR Policy including overview of projects or programs proposed to be undertaken and a reference to the weblink to the CSR policy and projects or programs	Pursuant to Section 135 of the Companies Act, 2013, the Corporate Social Responsibility Committee of the Board had approved a CSR Policy with primary focus on Education, Healthcare, Women Empowerment and Sports. Besides these focus areas the Company shall also undertake any other CSR activities listed in Schedule VII of the Companies Act, 2013. The CSR Policy of the Company can be viewed on www.zeeentertainment.com
2	The Composition of the CSR Committee	The CSR Committee of the Board comprises of 3 Directors. Mr Subodh Kumar, Non-Executive Director is the Chairman of the Committee while Prof Sunil Sharma, Independent Director & Mr Punit Goenka, Managing Director & CEO are its Members
3	Average net profit of the Company for last three financial years	₹ 19,856.33 Million
4	Prescribed CSR expenditure (two percent of the average net profits for last three years)	₹ 397.13 Million
5	Details of CSR spent during FY	
	a) Amount to be spent in FY 2019 including unspent amount for FY 2018	₹ 621.78 Million
	b) Amount spent	₹ 226.97 Million
	c) Unspent amount	₹ 394.81 Million
	d) Areas where spent	As detailed herein

(₹ MILLIONS)

CSR Projects or Activities Identified	Sector in which the project is Covered	Projects or Programs Local area or other, specify the State and district where projects or programs was undertaken	Amount outlay (budget) project or programs wise	Amount spent on the projects or programs	Cumulative expenditure upto the reporting period	Amount spent Direct or through implementing Agency
Education & Skill Development	CSR project for expansion of Community empowerment platform named 'Sarathi'	Bihar & Jharkhand	175.00	172.00	172.00	Subhash Chandra Foundation
Integrated Rural Development	CSR project for establishing Integrated Rural Development Centre to assist surrounding Rural areas	Haryana	50.00	50.00	222.00	Subhash Chandra Foundation
Contribution to Chief Minister Distress Relief Fund towards Kerala Flood Victims	Contribution to the Fund set up by Central Government	Kerala	1.62	1.62	223.62	Direct

(₹ MILLIONS)

CSR Projects or Activities Identified	Sector in which the project is Covered	Projects or Programs Local area or other, specify the State and district where projects or programs was undertaken	Amount outlay (budget) project or programs wise	Amount spent on the projects or programs	Cumulative expenditure upto the reporting period	Amount spent Direct or through implementing Agency
Contribution to Hindu Spiritual & Service Foundation set up with object <i>inter alia</i> of educating people about importance of forest and ecology for sustainable environment	Environment sustainability, ecological balance etc	Chennai	1.25	1.25	224.87	Direct
Contribution to Annapurna Kashi Vishwanath Charitable Trust	Protection of traditional arts and culture	Varanasi	1.60	1.60	226.47	Direct
Contribution to Ammada Trust for GiveHer5 Campaign, a social initiative to bring safe sanitary solutions to women in rural India	Empowering Women and promoting sanitation	Across rural India	0.50	0.50	226.97	Direct
Total			229.97	226.97	226.97	

6 Reason for not spending entire CSR amount

The CSR budget remained unspent partly due to non-availability of suitable CSR projects during the year and most of the monies spent represent the payments made for the long term projects approved during FY 2017-18. The unspent amount is being carried forward for funding suitable CSR projects in future.

The CSR committee hereby certifies that the implementation and monitoring of the CSR Policy is in compliance with the CSR objectives and Policy of the Company.

Subodh Kumar
Non-Executive Director

Punit Goenka
Managing Director and CEO

Place : Mumbai

Date : May 23, 2019



ANNEXURE 'D' TO DIRECTORS' REPORT

Disclosure of Managerial Remuneration pursuant to Section 197 read with Rule 5 of Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

A. Remuneration of each Director and Key Managerial Personnel (KMP) along with particulars of increase during the financial year, ratio of remuneration of Directors to the Median remuneration of employees and comparison of remuneration of each KMP against Company's standalone performance:

Name of Director/ Key Managerial Person	Remuneration (₹ Millions)	% increase in Remuneration	Ratio of Directors remuneration to Median remuneration
Non-Executive Directors \$			
Subhash Chandra	3.00	9%	2.80:1
Ashok Kurien	3.00	9%	2.80:1
Sunil Sharma	3.00	9%	2.80:1
Neharika Vohra	3.00	9%	2.80:1
Manish Chokhani	3.00	9%	2.80:1
Adesh Kumar Gupta	3.00	9%	2.80:1
Subodh Kumar	3.00	9%	2.80:1
Executive Director			
Punit Goenka	82.95	9%	77.52:1
Key Managerial Personnel			
Bharat Kedia @	9.36	5%	NA
Rohit Kumar Gupta #	18.11	NA	NA
M Lakshminarayanan	19.15	6%	NA

Note:

\$ Non-Executive Directors remuneration represents Commission payable for FY 2018-19. During last FY the Company had provided Commission of ₹ 2.75 Million to each Non-Executive Director and the increase in Commission to Non-Executive Directors has been worked out on annualized basis.

@ Resigned w.e.f. April 29, 2018

Appointed as CFO w.e.f. September 6, 2018

Sr	Requirement	Disclosure
1	The Percentage increase in median remuneration of employees in FY 18-19	18.47%
2	Number of permanent employees on the rolls of the Company	3,083
3	Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration	The average annual increase in the salaries of employees during the year was 8.8% while the average increase in Managerial Remuneration was 9% during the year.
4	Affirmation that the remuneration is as per the remuneration policy of the Company	The Company affirms that the remuneration is as per the remuneration policy of the Company

B.Disclosures relating to remuneration drawn by employees in terms of Section 197 of the Companies Act, 2013 read with Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

1. Employed throughout the year and in receipt of remuneration aggregating ₹ 1.02 Crores or more per annum.

Sr. No.	Name	Age	Designation	Remuneration Total (₹)	Qualification	Exp in Yrs	Date of Joining	Last Employment
1	Anurag Bedi	42	Business Head - Zee Music Company	17,827,305	2nd Mates License in Nautical Sciences	18	5-Feb-07	Star India Pvt. Ltd.
2	Aparna Bhosle	46	Business Head, ZEE TV & FTA GEC	12,716,214	B.A, MBA in Marketing	23	1-Apr-14	Zee Learn Ltd.
3	Ashish Sehgal	49	Chief Growth Officer – Ad Sales	38,916,832	B.Com, LLB	26	1-Apr-18	Zee Unimedia Ltd
4	Atul Das	51	Chief Revenue Officer - Affiliates Revenue	23,797,015	B.Com, MMS	26	1-May-16	Taj Television (India) Pvt. Ltd.
5	Gunjarav Nayak	43	Principal Cluster Head - Sales	18,521,844	B.Com, PGDBM	22	1-Apr-18	Zee Unimedia Ltd
6	Harpreet Singh Mamick	42	Executive Cluster Head - Sales	10,428,535	B.Com, MBA in Marketing	18	1-Apr-18	Zee Unimedia Ltd
7	Laxmi Shetty	50	Chief Sales Strategy & Maximisation Officer	23,397,499	B.Sc (Hons), Diploma in - Computer Studies, Marketing Management, Oracle 6.0, Statistical Management, Advance Data Analysis for Marketing Decisions	29	1-Apr-18	Zee Unimedia Ltd
8	M. Lakshminarayanan	56	Chief Compliance Officer & Company Secretary	19,142,556	B.Com, ACS	36	19-Jan-06	BPL Power Projects Ltd.
9	Manish Aggarwal	42	Chief Marketing Officer	14,587,453	B.Com, Diploma in E-Business, MBA in Marketing	18	1-Apr-18	Zee Digital Convergence Ltd.
10	Mona Jain	53	Principal Cluster Head – Sales	18,120,584	B.Sc (Ind. Chem.), MBA in Marketing	30	1-Apr-18	Zee Unimedia Ltd.
11	Monali Ghosh	46	Executive Cluster Head – Sales	12,297,167	M.A, Masters in Marketing Management	23	1-Apr-18	Zee Unimedia Ltd.
12	Pratyusha Agarwal	41	Chief Marketing officer	14,586,911	IIT-B.tech IIM-Ahmedbad	18	25-Jan-17	Tata Unistore Ltd.
13	Punit Goenka	43	Managing Director & CEO	82,945,472	B.Com	21	1-Apr-98	ASC Enterprises Ltd.
14	Punit Misra	48	CEO - Domestic Broadcast	61,905,268	BE, PGDBM	24	1-Oct-16	Hindustan Unilever Ltd.
15	Raghavendra Hunsur	33	Business Head, Zee Kannada	10,478,773	B.A	15	5-May-14	ETV KANNADA
16	Rahul Sharma	49	Executive Cluster Head – Sales	10,491,393	B.Sc (Hons), PG Diploma in Marketing & Sales	25	1-Apr-18	Zee Unimedia Ltd.
17	Rajneesh Gupta	45	Executive Cluster Head – Sales	12,129,413	B.Com, MBA in Marketing	22	1-Apr-18	Zee Unimedia Ltd.

Sr. No.	Name	Age	Designation	Remuneration Total (₹)	Qualification	Exp in Yrs	Date of Joining	Last Employment
18	Rajnish Gupta	44	Principal Cluster Head-Sales	11,344,631	B.Com, MBA in Marketing	24	1-Apr-18	Zee Unimedia Ltd.
19	Sachin Rumde	42	Head – Operations	11,498,630	B.E (Mech.), MMS	19	1-Jun-00	NA
20	Samrat Ghosh	41	Business Head - Zee Bangla & Zee Bangla Cinema	12,647,162	B.Sc (Hons), PGDBA	19	1-Oct-10	Tata Infomedia Ltd.
21	Sanjoy Chatterjee	52	Principal Cluster Head – Sales	15,797,612	B.Com	29	1-Apr-18	Zee Unimedia Ltd.
22	Siju Prabhakaran	44	Cluster Head – South	18,020,782	B.Tech, MBA in Marketing	20	27-Sep-04	UTV Software Communication Ltd.
23	Siddharth Narula	43	Chief Revenue Officer	15,673,385	B.Sc (Hons), MBA in Sales & Marketing	18	1-Apr-18	Zee Unimedia Ltd.
24	Sujoy Sen	55	Head - DTH Business	13,992,755	B.Sc (Hons), PGDBM	32	1-May-14	Mediapro Enterprise India Pvt. Ltd.
25	Syed Ali Zainul Abedeen Zaidi	46	Business Head - Café Chain	12,053,572	B.Com	21	17-Aug-07	Star India Pvt. Ltd.
26	Umesh Kumar Bansal	37	Head Commercial - Domestic Broadcast Business	10,803,681	B. Tech, MBA in International Business	13	1-Apr-17	Essel Corporate Resources Pvt. Ltd
27	Venkat Nettimi	45	Head - Consumer Insights	13,539,373	MBA	23	20-Jun-17	Star India Pvt. Ltd.
28	Vijay Sanil	41	President - Sales	17,638,547	B. SC, PGDBM	16	1-Apr-18	Zee Unimedia Ltd.

2. Employed for part of the year and in receipt of remuneration aggregating ₹ 8.5 lakh or more per month.

Sr. No.	Name	Age	Designation	Remuneration Total (₹)	Qualification	Exp in Yrs	Date of Joining	Date of Leaving	Last Employment
1	Animesh Kumar	51	Chief People Officer	13,377,103	B.A, XLRI- PG Diploma in Personnel Management & Industrial Relations	26	23-Jul-18	Not Applicable	Future Retail Ltd.
2	Avindra Mohan	57	President – Legal	48,370,563	B.Com, FCA, LLB	30	1-Apr-15	31-Jul-18	Essel Corporate Resources Pvt. Ltd
3	Bharat Kedia	51	Chief Financial Officer	9,362,688	B.Com, CA, CS	26	11-Jul-17	30-Apr-18	Parag Milk Foods Ltd.
4	Deepak Rajadhyaksha	44	DEPUTY BUSINESS HEAD, ZEE TV	8,264,890	M.A	18	1-Jul-04	31-Aug-18	Shop24 Seven India Pvt. Ltd.

Sr. No.	Name	Age	Designation	Remuneration Total (₹)	Qualification	Exp in Yrs	Date of Joining	Date of Leaving	Last Employment
5	Karamjit Dua	49	Principal Cluster Head - Content & Partnership and Premium Cluster	6,477,590	B.Com, MBA	28	12-Sep-18	Not Applicable	Havas Media India. Pvt. Ltd
6	Nirav Manhar Vaidya	52	Commissioning Lead - Zee TV	2,060,130	B.A in Economics	25	12-Feb-19	Not Applicable	Sony Pictures Networks India Pvt. Ltd.
7	Praveer Priyadarshi	49	Chief People Officer	5,185,667	B.Sc (Hons), PGDPM	24	29-Nov-16	15-May-18	UOP India Pvt. Ltd.
8	Ranjeel Kumar	43	Business Head – Live / Music & Product Head	7,917,025	B.Com, Masters Programme in International Business	19	7-Sep-18	Not Applicable	Viacom 18 Media Pvt. Ltd
9	Rohit Kumar Gupta	49	Chief Financial Officer	14,886,375	B.Com, CA	26	27-Aug-18	Not Applicable	Chaudhary Group (Telecom & Mobiles)
10	Sharada Sunder	51	Cluster Head - RISM Channels	11,031,068	B.Com, CA	25	3-Sep-10	30-Apr-18	Real Global Broadcasting
11	Swaroop Madhab Banerjee	38	Chief Operating Officer - Zee Live	4,934,484	Diploma in Automobile Engineering	19	16-Jul-18	Not Applicable	Laqshya Media Group
12	Taranjeet Singh	45	CRO Zee5 India & Business Head - New Projects	6,155,237	B.Com, PGDM	24	15-Oct-18	Not Applicable	Twitter Communications India Pvt. Ltd
13	Tarun Katial	44	CEO - ZEE5_INDIA	29,277,328	B.Com, MBA in Marketing	22	16-May-18	Not Applicable	Reliance Broadcast Network Ltd
14	Viresh Rameshchandra Dhaibar	57	Chief Legal Counsel	9,208,323	M.Com, LLB, LLM, ACS, ACIS (UK)	36	1-Feb-19	Not Applicable	Essel Business Excellence Services Ltd.

- Notes :
- All appointments are contractual and terminable by notice on either side.
 - None of the employees, except Mr Punit Goenka are related to any of the Directors
 - Remuneration includes Salary, Allowances, Variable Pay, Company's Contribution to Provident Fund, Medical Benefits, Leave Travel Allowance & other Perquisites and benefits valued on the basis of Income Tax Act,1961

For and on behalf of the Board of Directors

Punit Goenka
Managing Director & CEO

Adesh Kumar Gupta
Director

Place: Mumbai

Date: May 27, 2019