

Executive Gross Remuneration Report (GRR)

Report Year: 2023-24
Data Year: 2022-23

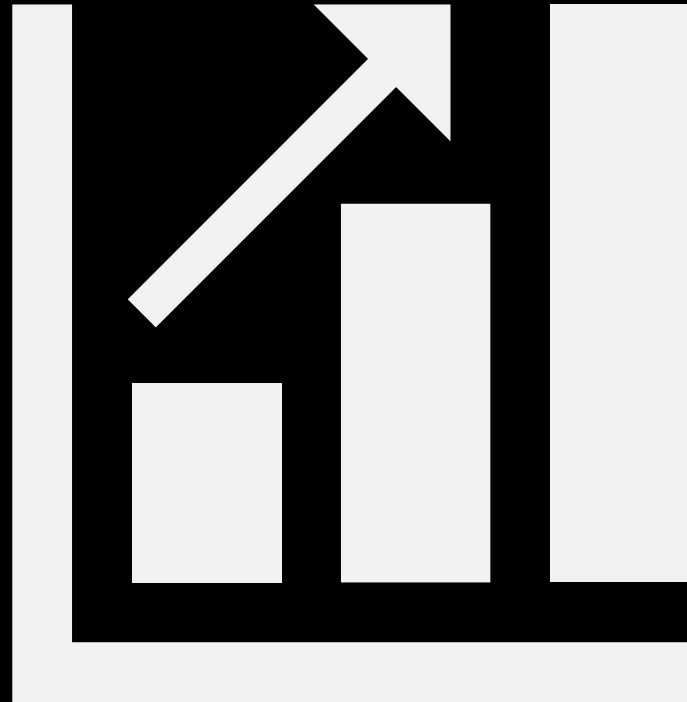


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• <u>Chief Executive Officer (CEO)</u>	• <u>Deputy General Counsel</u>	• <u>Chief Financial Officer (CFO)</u>	• <u>Head Manufacturing - Plant</u>
• <u>Chief Operating Officer (COO)</u>	• <u>Head Regulatory & Compliance</u>	• <u>Chief Human Resource Officer (CHRO)</u>	
• <u>Chief Financial Officer (CFO)</u>	• <u>Head Corporate / Public Relations</u>	• <u>Chief Technology Officer</u>	
• <u>Chief Human Resource Officer (CHRO)</u>	• <u>Head Corporate Communications</u>	• <u>Business Unit Head</u>	
• <u>Chief Technology Officer</u>	• <u>Company Secretary</u>	• <u>Head Sales & Marketing</u>	
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• <u>Financial Controller</u>	• <u>Head Organization Development</u>	• <u>Head of Product Development</u>	
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• <u>Head Taxation</u>	• <u>Executive Chairperson (Non-CEO)</u>	• <u>Head Procurement</u>	
• <u>Chief Digital Officer</u>	• <u>Chairperson & CEO</u>	• <u>Head Projects</u>	
• <u>Chief Risk Officer</u>	• <u>Joint MD / Joint CEO</u>	• <u>Head Business Development</u>	

- This report comprises gross remuneration data disclosed by 237 listed companies in accordance with Section 197(12) of the Companies Act - 2013 read with Rule 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014. The remuneration details encompass salaries, bonuses, commissions, contributions to Provident Fund and Superannuation Fund, and perquisites valued in accordance with the Income Tax Rules, 1962, paid during the fiscal year.

How to Read the Report

- The data represents gross remuneration figures for various positions/designations across different percentiles (10th, 25th, Median, 75th and 90th) along with Mean values, providing a comprehensive view of compensation for the positions
- Subject to availability of data, every position in this report has been reported basis revenue Quartiles and five industries divided as Financial Services, Technology, Manufacturing & Infra, Consumer & Pharma and Other Services.
- **Revenue Quartiles:**
 - ✓ Quartile 1: Less than ₹2,690 Crores
 - ✓ Quartile 2: ₹2,690 Crores to ₹6,320 Crores
 - ✓ Quartile 3: ₹6,320 Crores to ₹15,203 Crores
 - ✓ Quartile 4: Greater than ₹15,203 Crores
- **Data Reporting Rules:** For any analysis to be reported for a position, a minimum of 5 unique companies and 5 matches are required
 - ✓ With 5 to 6 matches: Only Median and Average are reported
 - ✓ With 7 to 9 matches: Only 25th Percentile, Median, Average and 75th Percentile are reported
 - ✓ With 10 matches or more: 10th Percentile, 25th Percentile, Median, Average, 75th Percentile and 90th Percentile are reported

Points to Remember while Reading the Report

- This report serves as a **supplemental resource to compliment the data provided by your primary survey partner**
- As per the regulations, the remuneration details are reported for employees that were employed throughout the financial year and was in receipt of remuneration for that year which, in the aggregate, was not less than **One Crore and Two Lakh Rupees (₹1.02 Crore p.a.)**. Hence, if for a position, the compensation levels are below ₹1.02 Crores, the same will not get included in the analysis
- In order to draw equivalence, we have mapped the data disclosed by companies to standard positions (job matching). Please note that the job matching was done basis information available in public domain and not basis any inputs from the companies. Hence, the position matching in some instances may not be one-hundred percent accurate
- Note that the data year is FY'22-23; the market would have moved by 6-9% on account of salary increases in FY'23-24

Corporate Positions

Chief Executive Officer (CEO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	20,923,321	28,555,005	35,024,820	36,278,215
25 th Percentile	30,408,322	45,810,000	50,828,000	64,068,606
Median	45,000,000	68,559,503	102,263,713	128,419,142
Average	54,300,235	88,428,128	144,072,884	183,975,946
75 th Percentile	78,066,399	115,297,201	206,204,500	211,729,764
90 th Percentile	97,887,493	160,112,504	249,907,080	362,554,809

Chief Executive Officer (CEO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	28,251,788	34,800,562	22,951,819	34,110,600	26,751,638
25 th Percentile	34,607,769	45,010,000	45,000,000	49,716,913	41,183,238
Median	68,559,503	160,112,504	79,874,619	80,223,047	60,438,335
Average	74,404,807	187,273,180	121,840,957	127,213,534	75,127,837
75 th Percentile	98,181,995	221,808,746	158,545,772	155,403,484	81,723,899
90 th Percentile	115,060,079	349,422,514	225,295,149	254,275,332	135,348,949

Chief Operating Officer (COO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	15,726,147	-	26,668,463	42,709,928
25 th Percentile	20,430,820	26,535,000	29,050,000	52,114,930
Median	32,131,876	42,060,880	32,725,597	89,982,593
Average	33,068,502	38,503,268	58,231,076	84,473,771
75 th Percentile	44,490,513	43,225,468	57,864,559	100,756,257
90 th Percentile	53,535,097	-	85,469,972	114,195,258

Chief Operating Officer (COO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	21,454,456	25,313,063	-
25 th Percentile	46,368,118	-	26,662,500	29,420,540	40,517,237
Median	60,774,817	-	38,160,990	44,852,052	43,048,936
Average	68,792,536	-	48,185,303	60,741,788	45,358,209
75 th Percentile	92,444,280	-	52,906,827	64,990,002	49,525,000
90 th Percentile	-	-	99,721,356	90,058,660	-

Chief Financial Officer (CFO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	12,052,366	14,342,200	19,100,000	28,588,850
25 th Percentile	13,248,096	18,751,000	25,958,216	35,435,688
Median	17,585,767	26,703,060	31,210,046	50,590,672
Average	28,758,622	31,797,633	43,727,902	61,539,284
75 th Percentile	25,109,606	44,380,000	43,770,489	76,764,775
90 th Percentile	32,409,012	54,899,139	75,124,000	116,297,446

Chief Financial Officer (CFO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	14,896,803	23,275,255	17,753,162	13,670,600	13,699,413
25 th Percentile	16,906,000	26,262,927	24,629,370	16,115,229	24,967,650
Median	23,933,000	40,653,076	34,000,731	27,239,476	35,879,629
Average	28,439,590	44,640,495	51,387,407	34,315,863	57,294,044
75 th Percentile	32,633,504	55,877,604	64,216,750	42,575,000	45,319,961
90 th Percentile	47,146,680	82,654,317	94,933,742	70,032,151	88,747,647

Chief Human Resource Officer (CHRO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	11,681,963	12,432,608	15,171,400	18,473,481
25 th Percentile	12,260,000	14,995,953	16,088,676	27,443,306
Median	13,829,502	19,866,683	23,352,183	37,961,495
Average	17,286,106	25,161,213	26,169,427	40,573,677
75 th Percentile	19,227,000	29,785,240	30,000,000	51,318,662
90 th Percentile	20,462,488	43,124,802	40,673,286	60,784,373

Chief Human Resource Officer (CHRO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	13,080,767	-	13,852,602	15,600,000	12,260,000
25 th Percentile	13,964,987	34,498,982	16,121,838	18,187,466	12,403,655
Median	26,069,017	48,254,921	24,500,000	26,842,350	18,333,119
Average	28,216,138	42,278,545	30,757,662	29,905,324	23,758,042
75 th Percentile	36,495,154	53,565,713	39,953,257	33,221,000	27,523,756
90 th Percentile	51,555,204	-	47,957,624	52,718,012	41,092,309

Chief Technology Officer (CTO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	11,515,999	13,046,200	-	16,720,152
25 th Percentile	14,438,000	14,612,876	-	29,929,072
Median	17,100,946	23,237,986	23,922,000	38,569,330
Average	19,939,442	29,963,853	23,404,400	48,440,193
75 th Percentile	27,846,513	32,969,963	-	67,726,416
90 th Percentile	29,287,400	47,354,253	-	95,036,420

Chief Technology Officer (CTO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	11,830,999	-	13,932,400	29,006,000	17,326,211
25 th Percentile	15,199,462	-	14,612,876	30,486,450	18,381,819
Median	22,543,257	-	23,922,000	43,187,500	23,801,883
Average	26,444,884	-	33,113,485	51,681,355	38,825,953
75 th Percentile	32,839,431	-	40,665,729	66,232,593	36,972,743
90 th Percentile	40,324,682	-	63,949,347	85,873,006	96,066,414

Head Sales & Marketing				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	-
Median	-	-	-	34,680,930
Average	-	-	-	36,703,375
75 th Percentile	-	-	-	-
90 th Percentile	-	-	-	-

Head Sales & Marketing					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	12,727,294	-	-
25 th Percentile	-	-	14,307,974	-	-
Median	-	-	20,037,235	19,183,951	-
Average	-	-	28,201,776	26,727,820	-
75 th Percentile	-	-	35,916,395	-	-
90 th Percentile	-	-	46,862,581	-	-

Head Sales				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	13,190,030	-	22,606,363	27,016,063
Median	15,743,889	27,913,479	25,968,000	34,073,546
Average	18,141,187	25,964,524	30,471,957	40,870,750
75 th Percentile	21,207,580	-	36,699,858	53,111,436
90 th Percentile	-	-	-	-

Head Sales					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	20,032,703	-	-
25 th Percentile	-	-	21,504,685	19,682,339	-
Median	19,660,000	-	25,575,466	25,968,000	-
Average	22,573,648	-	26,780,262	27,993,720	-
75 th Percentile	-	-	29,099,750	33,040,985	-
90 th Percentile	-	-	34,950,787	-	-

Head Marketing				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	11,109,900	13,008,749	14,032,961	14,928,669
25 th Percentile	12,523,140	17,298,084	16,513,679	18,932,080
Median	14,100,500	20,454,500	17,933,144	22,900,000
Average	14,694,405	22,786,083	22,756,755	26,470,864
75 th Percentile	17,238,227	21,867,500	32,350,548	32,876,197
90 th Percentile	18,157,823	29,665,323	34,841,119	41,894,617

Head Marketing					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	13,251,366	12,164,062	-
25 th Percentile	-	-	14,571,425	13,236,723	-
Median	19,707,557	-	18,000,000	19,766,040	21,470,000
Average	26,231,738	-	20,510,185	22,082,572	27,230,332
75 th Percentile	-	-	21,604,500	24,564,843	-
90 th Percentile	-	-	31,958,664	33,881,835	-

Head Manufacturing				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	15,228,527	17,597,483	-
25 th Percentile	13,012,022	16,307,737	17,993,978	35,017,178
Median	14,527,500	21,898,115	20,996,628	52,322,398
Average	19,306,933	24,670,841	23,244,143	48,991,995
75 th Percentile	26,465,529	25,838,941	27,250,000	54,025,157
90 th Percentile	-	33,612,000	31,887,000	-

Head Manufacturing					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	14,897,143	14,283,497	-
25 th Percentile	-	-	15,907,500	18,254,112	-
Median	-	-	22,151,657	24,699,765	-
Average	-	-	26,248,379	29,835,864	-
75 th Percentile	-	-	27,846,750	32,607,000	-
90 th Percentile	-	-	39,575,379	53,901,960	-

Head Operations (Non-Manufacturing)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	21,467,165
25 th Percentile	-	15,618,460	-	31,283,729
Median	17,366,963	18,531,554	-	38,211,296
Average	18,289,898	24,253,932	-	45,220,279
75 th Percentile	-	23,959,149	-	55,157,713
90 th Percentile	-	-	-	70,567,994

Head Operations (Non-Manufacturing)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	12,781,454	-	-	-	-
25 th Percentile	15,680,644	21,540,996	-	-	-
Median	25,730,731	51,808,956	28,632,409	21,398,412	-
Average	25,568,171	46,720,523	34,637,112	20,668,238	-
75 th Percentile	34,778,944	63,598,814	-	-	-
90 th Percentile	36,235,461	-	-	-	-

Head Supply Chain (w/o Manufacturing)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	13,149,151	14,225,288
25 th Percentile	10,898,427	12,354,279	14,109,836	19,217,998
Median	12,207,983	16,721,333	16,352,314	26,965,604
Average	12,820,030	17,020,124	16,875,041	28,047,302
75 th Percentile	13,520,250	18,114,742	19,719,589	34,257,311
90 th Percentile	-	-	20,309,270	42,709,175

Head Supply Chain (w/o Manufacturing)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	12,886,960	10,907,912	-
25 th Percentile	-	-	15,550,575	12,774,886	-
Median	-	-	18,629,472	15,109,557	20,045,026
Average	-	-	19,972,126	21,085,106	20,198,034
75 th Percentile	-	-	21,213,004	31,062,124	-
90 th Percentile	-	-	26,714,216	36,128,753	-

Chief Information Officer (CIO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	11,832,880	11,423,741	15,113,069
25 th Percentile	-	13,157,539	13,450,266	18,225,500
Median	-	14,020,024	19,000,000	26,899,827
Average	-	18,837,447	21,079,061	29,936,809
75 th Percentile	-	20,394,000	21,920,000	34,231,075
90 th Percentile	-	33,067,000	29,120,001	55,044,658

Chief Information Officer (CIO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	11,777,421	-	11,737,983	13,088,245	-
25 th Percentile	16,634,352	-	13,603,000	13,476,267	-
Median	20,912,336	32,466,153	16,630,000	20,508,683	21,050,124
Average	21,704,157	36,997,105	22,616,939	22,282,700	34,739,276
75 th Percentile	25,977,477	-	29,028,185	29,085,340	-
90 th Percentile	30,663,658	-	34,481,540	32,087,811	-

Head Strategy				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	12,581,000	12,415,688	15,326,664	20,252,500
25 th Percentile	15,165,000	14,766,114	19,098,000	23,451,012
Median	16,522,000	23,830,000	21,128,890	27,766,353
Average	19,725,571	22,856,555	25,599,308	35,635,082
75 th Percentile	18,000,000	26,635,247	29,412,000	37,500,085
90 th Percentile	20,400,000	29,785,286	42,233,939	55,091,423

Head Strategy					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	13,064,800	-	15,511,690	14,145,847	-
25 th Percentile	15,330,000	-	16,711,140	16,071,661	23,398,198
Median	20,819,741	-	23,810,000	22,205,000	27,173,041
Average	24,042,973	-	25,087,308	24,836,993	46,166,387
75 th Percentile	26,799,788	-	28,221,963	28,436,525	52,444,016
90 th Percentile	41,853,502	-	38,070,072	37,600,044	-

Head M&A				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	15,731,210
Median	-	-	-	22,259,672
Average	-	-	-	24,260,387
75 th Percentile	-	-	-	32,130,710
90 th Percentile	-	-	-	-

Head M&A					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	15,697,760	-	-
Average	-	-	18,440,343	-	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Head R&D				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	14,339,193	25,336,710
25 th Percentile	-	16,100,119	18,023,000	32,806,208
Median	18,626,385	36,400,008	22,892,148	40,090,414
Average	18,604,985	36,210,808	25,321,081	46,519,854
75 th Percentile	-	43,836,055	28,277,558	58,133,727
90 th Percentile	-	-	42,332,170	79,945,647

Head R&D					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	18,666,500	13,197,600	-
25 th Percentile	-	-	21,962,957	17,557,280	-
Median	-	-	32,862,766	23,946,074	-
Average	-	-	33,697,395	33,889,935	-
75 th Percentile	-	-	41,082,339	41,608,194	-
90 th Percentile	-	-	54,934,699	80,389,118	-

Head Financial Planning & Analysis				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	13,081,787
25 th Percentile	-	-	-	13,496,656
Median	-	-	-	17,488,959
Average	-	-	-	21,020,374
75 th Percentile	-	-	-	27,605,870
90 th Percentile	-	-	-	31,503,008

Head Financial Planning & Analysis					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,449,866	-	-
25 th Percentile	-	-	12,503,307	-	-
Median	-	-	15,902,943	-	-
Average	-	-	20,225,449	-	-
75 th Percentile	-	-	27,605,870	-	-
90 th Percentile	-	-	31,503,008	-	-

Financial Controller				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	11,824,442	15,033,716
25 th Percentile	-	12,282,256	12,500,971	18,709,709
Median	-	13,916,000	13,670,000	22,720,751
Average	-	13,884,742	14,708,840	26,513,545
75 th Percentile	-	14,638,145	16,360,000	25,878,687
90 th Percentile	-	-	17,718,804	37,823,009

Financial Controller					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,100,066	-	-
25 th Percentile	-	-	12,332,415	14,100,909	-
Median	-	-	14,827,418	18,994,841	16,845,335
Average	-	-	22,793,778	17,973,107	17,585,013
75 th Percentile	-	-	24,324,544	22,398,137	-
90 th Percentile	-	-	38,693,818	-	-

Head Corporate Finance				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	15,210,632
25 th Percentile	-	14,130,000	-	16,618,615
Median	20,212,248	21,211,303	20,400,000	24,679,392
Average	19,572,274	21,579,194	22,062,888	30,239,528
75 th Percentile	-	25,100,000	-	34,473,044
90 th Percentile	-	-	-	46,090,035

Head Corporate Finance					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	15,535,981	13,954,094	-
25 th Percentile	14,863,660	-	16,755,115	15,067,823	-
Median	24,300,088	-	23,337,000	17,353,843	20,212,248
Average	25,077,647	-	29,710,569	21,230,549	23,676,238
75 th Percentile	32,451,549	-	29,278,269	24,325,000	-
90 th Percentile	-	-	42,942,647	31,767,043	-

Head Taxation				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	12,241,504
25 th Percentile	-	11,067,178	11,500,000	17,024,420
Median	-	14,719,282	15,276,144	21,908,063
Average	-	17,571,252	14,785,837	22,612,090
75 th Percentile	-	17,436,979	16,345,774	26,654,506
90 th Percentile	-	-	-	31,362,181

Head Taxation					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,393,742	11,065,868	-
25 th Percentile	-	-	12,207,993	12,603,109	-
Median	-	-	16,229,831	19,716,416	-
Average	-	-	19,434,835	18,099,699	-
75 th Percentile	-	-	23,215,000	21,908,063	-
90 th Percentile	-	-	32,653,673	23,705,752	-

Chief Digital Officer				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	20,612,037
25 th Percentile	-	-	19,456,414	23,768,672
Median	16,287,000	-	20,307,173	25,576,983
Average	17,563,294	-	20,795,955	28,970,993
75 th Percentile	-	-	23,989,342	29,280,418
90 th Percentile	-	-	-	34,029,566

Chief Digital Officer					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	15,391,500	-	-	-	-
Median	21,636,965	-	21,090,528	23,989,342	-
Average	20,652,515	-	21,835,031	23,402,773	-
75 th Percentile	25,392,543	-	-	-	-
90 th Percentile	-	-	-	-	-

Chief Risk Officer				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	17,557,546
25 th Percentile	-	-	-	25,175,613
Median	-	-	-	35,340,967
Average	-	-	-	35,034,402
75 th Percentile	-	-	-	41,726,137
90 th Percentile	-	-	-	53,068,615

Chief Risk Officer					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	11,499,481	-	-	-	-
25 th Percentile	12,608,791	-	-	-	-
Median	25,526,863	-	-	-	-
Average	27,699,281	-	-	-	-
75 th Percentile	38,066,417	-	-	-	-
90 th Percentile	43,123,802	-	-	-	-

Chief Legal Officer / General Counsel				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	10,491,381	-	14,460,700	16,042,299
25 th Percentile	10,860,216	12,170,000	15,037,250	18,300,000
Median	13,172,206	19,661,476	16,269,123	27,006,058
Average	14,971,988	18,609,973	18,480,308	29,986,389
75 th Percentile	16,970,090	20,178,503	20,430,912	33,945,570
90 th Percentile	20,130,751	-	22,658,924	37,743,406

Chief Legal Officer / General Counsel					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	10,900,000	-	13,263,898	-	-
25 th Percentile	15,984,056	-	15,470,947	11,455,432	-
Median	17,684,801	-	19,492,561	17,472,738	18,644,472
Average	21,414,619	-	22,736,436	28,144,502	21,813,537
75 th Percentile	26,914,814	-	27,401,946	25,838,402	-
90 th Percentile	34,641,685	-	34,264,369	-	-

Deputy General Counsel				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,907,284
25 th Percentile	-	-	-	12,543,931
Median	-	-	-	14,578,493
Average	-	-	-	15,985,923
75 th Percentile	-	-	-	18,908,378
90 th Percentile	-	-	-	21,740,866

Deputy General Counsel					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	12,282,813	11,995,753	-
Median	-	-	17,243,591	12,485,789	-
Average	-	-	16,811,532	14,214,847	-
75 th Percentile	-	-	20,822,263	14,578,493	-
90 th Percentile	-	-	-	-	-

Head Regulatory & Compliance				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	13,582,895
25 th Percentile	-	-	15,085,034	16,213,248
Median	-	-	16,500,000	25,347,613
Average	-	-	17,568,528	28,608,735
75 th Percentile	-	-	19,363,392	33,232,066
90 th Percentile	-	-	-	52,127,274

Head Regulatory & Compliance					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	13,734,320	-	-	14,140,722	-
25 th Percentile	15,645,554	-	-	16,200,000	-
Median	19,664,517	-	21,139,977	19,363,392	16,500,000
Average	24,765,404	-	21,007,484	24,779,052	25,580,189
75 th Percentile	31,095,055	-	-	25,008,106	-
90 th Percentile	35,773,603	-	-	47,419,928	-

Head Corporate / Public Relations				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	13,823,595	-	19,611,689
25 th Percentile	-	14,672,053	-	20,676,250
Median	-	16,178,321	-	24,038,263
Average	-	19,829,984	-	26,810,291
75 th Percentile	-	17,419,775	-	31,415,906
90 th Percentile	-	29,488,035	-	33,703,392

Head Corporate / Public Relations					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	12,000,000	13,569,438	-
25 th Percentile	-	-	14,511,791	19,763,949	-
Median	-	-	17,756,366	24,387,419	-
Average	-	-	20,598,819	25,479,185	-
75 th Percentile	-	-	22,620,541	29,874,391	-
90 th Percentile	-	-	35,369,221	32,533,507	-

Head Corporate Communications				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	12,036,492
25 th Percentile	-	-	-	13,828,489
Median	-	-	-	15,625,909
Average	-	-	-	18,478,044
75 th Percentile	-	-	-	18,946,940
90 th Percentile	-	-	-	22,733,212

Head Corporate Communications					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	14,501,152	-	-
Median	-	-	15,873,470	-	-
Average	-	-	16,219,674	-	-
75 th Percentile	-	-	17,973,541	-	-
90 th Percentile	-	-	-	-	-

Company Secretary				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	12,614,651
25 th Percentile	-	-	11,044,000	14,029,278
Median	13,525,711	11,783,948	12,888,868	15,912,862
Average	13,164,978	14,816,203	13,619,056	17,633,028
75 th Percentile	-	-	16,160,317	19,756,136
90 th Percentile	-	-	-	25,450,293

Company Secretary					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,325,406	-	-
25 th Percentile	12,276,062	-	11,473,500	12,398,500	-
Median	15,160,709	-	13,733,790	14,252,160	-
Average	15,943,882	-	15,132,994	15,017,238	-
75 th Percentile	17,407,509	-	15,834,072	15,583,070	-
90 th Percentile	-	-	18,724,650	-	-

Head Internal Audit				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	14,252,843
25 th Percentile	-	-	-	16,393,491
Median	-	13,934,820	12,858,867	22,311,507
Average	-	13,851,429	13,389,732	23,422,728
75 th Percentile	-	-	-	27,013,892
90 th Percentile	-	-	-	38,824,357

Head Internal Audit					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	13,244,137	-	11,461,420	-	-
25 th Percentile	16,755,391	-	13,149,617	-	-
Median	22,555,140	-	16,351,086	15,057,959	-
Average	22,085,203	-	19,584,433	18,559,294	-
75 th Percentile	25,924,596	-	20,832,188	-	-
90 th Percentile	31,738,458	-	36,217,671	-	-

Head Treasury				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	16,484,208
25 th Percentile	-	-	-	21,978,449
Median	-	23,907,320	16,022,448	27,855,718
Average	-	24,514,493	17,231,710	28,346,482
75 th Percentile	-	-	-	37,187,608
90 th Percentile	-	-	-	41,310,700

Head Treasury					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	13,571,164	-	20,972,163	-	-
Median	29,846,607	-	26,098,004	-	-
Average	26,867,096	-	25,766,175	-	-
75 th Percentile	36,549,347	-	28,946,158	-	-
90 th Percentile	-	-	-	-	-

Head of Product Development				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	18,933,931
25 th Percentile	-	-	-	24,986,831
Median	-	-	-	33,219,080
Average	-	-	-	41,564,300
75 th Percentile	-	-	-	58,946,270
90 th Percentile	-	-	-	72,505,922

Head of Product Development					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	16,759,102	-	-
Median	-	-	26,693,775	-	-
Average	-	-	31,246,509	-	-
75 th Percentile	-	-	33,910,000	-	-
90 th Percentile	-	-	-	-	-

Head Investor Relations				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	18,211,000
Median	-	-	12,909,000	19,840,861
Average	-	-	13,805,662	20,983,985
75 th Percentile	-	-	-	23,412,324
90 th Percentile	-	-	-	-

Head Investor Relations					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	14,027,500	-	-
Median	-	-	17,048,273	-	-
Average	-	-	17,703,512	-	-
75 th Percentile	-	-	19,967,573	-	-
90 th Percentile	-	-	-	-	-

Head Quality				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	18,541,822
25 th Percentile	-	15,053,841	10,941,000	21,101,388
Median	-	20,298,023	14,500,000	30,177,106
Average	-	22,672,386	17,516,921	32,077,511
75 th Percentile	-	32,550,049	23,750,000	40,710,705
90 th Percentile	-	-	-	47,572,885

Head Quality					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,599,122	11,221,490	-
25 th Percentile	-	-	12,966,337	14,855,893	-
Median	-	-	20,951,928	22,771,000	-
Average	-	-	23,827,873	24,924,330	-
75 th Percentile	-	-	32,027,185	32,513,450	-
90 th Percentile	-	-	42,624,572	37,845,250	-

Head Procurement				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	11,522,430	14,129,594
25 th Percentile	-	12,518,931	14,447,909	18,123,724
Median	-	13,012,019	16,560,000	20,663,832
Average	-	14,488,994	18,073,574	25,268,979
75 th Percentile	-	16,971,486	20,685,195	27,324,091
90 th Percentile	-	-	25,554,200	39,790,895

Head Procurement					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,615,030	11,999,193	-
25 th Percentile	-	-	13,703,918	15,165,318	-
Median	-	-	17,836,920	17,215,572	-
Average	-	-	21,900,104	17,786,441	-
75 th Percentile	-	-	25,167,084	20,653,974	-
90 th Percentile	-	-	35,369,029	22,480,000	-

Head Projects				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	17,214,731
25 th Percentile	-	11,830,226	12,024,494	19,399,535
Median	-	14,489,766	12,646,000	23,443,011
Average	-	16,010,358	16,149,447	27,684,005
75 th Percentile	-	19,162,358	15,814,678	32,700,799
90 th Percentile	-	-	-	37,740,727

Head Projects					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,588,323	-	-
25 th Percentile	-	-	12,792,000	12,453,050	-
Median	-	-	18,400,000	14,839,942	14,112,713
Average	-	-	21,983,920	20,473,056	17,343,798
75 th Percentile	-	-	30,205,982	20,713,457	-
90 th Percentile	-	-	34,925,917	-	-

Head Business Development				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	13,732,479	-
Median	-	16,486,380	16,035,036	27,884,809
Average	-	16,320,984	15,857,189	34,032,283
75 th Percentile	-	-	17,402,868	-
90 th Percentile	-	-	-	-

Head Business Development					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	12,289,200	-	-
25 th Percentile	-	-	13,185,745	-	-
Median	-	-	17,396,214	15,570,072	-
Average	-	-	21,312,812	17,592,567	-
75 th Percentile	-	-	21,000,000	-	-
90 th Percentile	-	-	35,678,692	-	-

Head CSR				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	-
Median	-	-	13,969,916	10,629,747
Average	-	-	12,920,523	12,639,980
75 th Percentile	-	-	-	-
90 th Percentile	-	-	-	-

Head CSR					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	10,562,161	-	-
Median	-	-	12,434,958	-	-
Average	-	-	12,934,179	-	-
75 th Percentile	-	-	14,216,091	-	-
90 th Percentile	-	-	-	-	-

Head Safety, Health and Sustainability				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,171,016
25 th Percentile	-	-	-	14,961,418
Median	-	15,074,780	11,532,401	18,637,921
Average	-	14,617,354	13,026,095	21,843,951
75 th Percentile	-	-	-	25,575,997
90 th Percentile	-	-	-	30,716,867

Head Safety, Health and Sustainability					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,470,226	-	-
25 th Percentile	-	-	14,284,425	-	-
Median	-	-	16,783,107	13,392,697	-
Average	-	-	19,109,119	15,506,163	-
75 th Percentile	-	-	18,975,841	-	-
90 th Percentile	-	-	25,719,538	-	-

Head Compensation & Benefits				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,415,799
25 th Percentile	-	-	-	12,499,119
Median	-	-	-	14,539,186
Average	-	-	-	14,915,073
75 th Percentile	-	-	-	17,411,113
90 th Percentile	-	-	-	18,168,859

Head Compensation & Benefits					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	-	14,566,645	-
Average	-	-	-	15,297,478	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Head Organization Development				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,967,272
25 th Percentile	-	-	-	12,873,501
Median	-	-	12,714,106	17,425,643
Average	-	-	13,196,920	17,731,779
75 th Percentile	-	-	-	18,402,366
90 th Percentile	-	-	-	19,102,469

Head Organization Development					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	12,078,354	-
Median	-	-	-	13,698,945	-
Average	-	-	-	15,134,356	-
75 th Percentile	-	-	-	17,758,532	-
90 th Percentile	-	-	-	-	-

Head Learning & Development				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	14,293,226
Median	-	-	-	16,613,142
Average	-	-	-	18,461,629
75 th Percentile	-	-	-	21,355,388
90 th Percentile	-	-	-	-

Head Learning & Development					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	-	-	-
Average	-	-	-	-	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Executive Chairperson (Non-CEO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	14,542,695	57,150,000	30,897,982	-
25 th Percentile	25,682,668	62,785,500	49,907,785	124,146,731
Median	43,920,000	103,619,170	61,817,648	179,999,995
Average	46,069,191	117,095,332	214,743,086	175,146,160
75 th Percentile	71,620,000	119,036,900	121,424,304	197,415,000
90 th Percentile	75,601,000	205,990,674	255,569,935	-

Executive Chairperson (Non-CEO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	29,859,431	30,000,000	-
25 th Percentile	-	-	56,954,813	49,959,220	-
Median	-	-	77,771,000	71,490,000	-
Average	-	-	101,801,971	235,603,443	-
75 th Percentile	-	-	119,036,900	178,147,131	-
90 th Percentile	-	-	196,070,603	280,330,714	-

Chairperson & CEO				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	28,652,529	44,294,000	-
25 th Percentile	-	48,237,950	69,900,000	-
Median	-	74,993,810	168,196,000	263,875,678
Average	-	92,056,870	142,973,111	428,340,190
75 th Percentile	-	125,523,152	213,700,000	-
90 th Percentile	-	182,038,313	216,327,975	-

Chairperson & CEO					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	57,209,691	24,000,000	-
25 th Percentile	-	-	79,874,619	46,363,300	-
Median	-	-	190,312,479	88,000,000	-
Average	-	-	217,049,890	100,419,252	-
75 th Percentile	-	-	216,598,000	159,918,646	-
90 th Percentile	-	-	340,635,632	186,442,959	-

Joint MD / Joint CEO				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	18,256,899	34,979,983	-
25 th Percentile	-	31,393,395	65,680,000	-
Median	-	45,096,000	154,914,000	110,133,717
Average	-	54,285,871	174,750,027	142,793,783
75 th Percentile	-	57,200,000	222,060,000	-
90 th Percentile	-	122,200,000	348,244,028	-

Joint MD / Joint CEO					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	25,007,573	30,267,000	-
25 th Percentile	-	-	34,249,979	44,116,250	-
Median	100,340,340	-	69,900,000	122,200,000	-
Average	125,144,291	-	92,291,942	173,696,366	-
75 th Percentile	-	-	135,020,170	247,500,000	-
90 th Percentile	-	-	214,620,000	441,130,000	-

Business Unit Positions

Chief Operating Officer (COO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	15,764,968
Median	-	-	18,066,969	22,089,045
Average	-	-	20,583,282	23,822,024
75 th Percentile	-	-	-	24,954,530
90 th Percentile	-	-	-	-

Chief Operating Officer (COO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,210,000	-	-
25 th Percentile	-	-	12,541,310	-	-
Median	-	-	15,909,681	22,090,561	-
Average	-	-	20,082,541	22,328,116	-
75 th Percentile	-	-	18,291,827	-	-
90 th Percentile	-	-	31,257,138	-	-

Chief Financial Officer (CFO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	12,526,197	13,106,505
Median	-	-	15,643,000	17,424,830
Average	-	-	16,278,437	19,979,104
75 th Percentile	-	-	16,080,000	24,517,658
90 th Percentile	-	-	-	-

Chief Financial Officer (CFO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,552,600	-	-
25 th Percentile	-	-	12,957,824	12,618,198	-
Median	-	-	15,962,583	15,643,000	-
Average	-	-	20,673,959	17,329,426	-
75 th Percentile	-	-	25,683,008	20,365,621	-
90 th Percentile	-	-	33,737,875	-	-

Chief Human Resource Officer (CHRO)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,988,768
25 th Percentile	-	-	11,584,787	12,565,558
Median	-	-	13,396,888	15,946,146
Average	-	-	15,233,990	19,151,835
75 th Percentile	-	-	16,950,879	21,062,420
90 th Percentile	-	-	-	27,814,048

Chief Human Resource Officer (CHRO)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,977,593	-	-
25 th Percentile	-	-	12,505,959	12,933,392	-
Median	14,080,697	17,007,767	15,200,736	14,348,623	-
Average	16,283,247	19,052,130	17,680,953	21,461,112	-
75 th Percentile	-	-	19,679,906	23,511,400	-
90 th Percentile	-	-	24,431,884	-	-

Chief Technology Officer				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,552,506
25 th Percentile	-	-	-	11,766,500
Median	-	-	-	14,863,551
Average	-	-	-	15,543,267
75 th Percentile	-	-	-	17,485,273
90 th Percentile	-	-	-	19,588,676

Chief Technology Officer					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	-	-	14,266,813
Average	-	-	-	-	17,361,730
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Business Unit Head				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	11,138,025	11,591,518	11,909,904	11,324,488
25 th Percentile	12,485,852	13,650,531	13,318,401	13,626,130
Median	16,242,047	17,485,500	18,502,770	19,726,908
Average	19,496,840	20,644,661	23,163,212	26,993,666
75 th Percentile	23,535,000	25,178,134	26,000,000	30,516,112
90 th Percentile	33,803,652	31,503,578	40,952,377	49,764,411

Business Unit Head					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	10,889,294	13,251,653	11,719,723	12,103,400	11,779,198
25 th Percentile	12,723,998	17,455,748	13,690,619	13,987,663	13,657,799
Median	17,219,640	24,648,693	20,211,274	19,882,677	17,362,072
Average	21,448,672	29,109,796	29,959,815	24,457,088	21,613,277
75 th Percentile	25,470,472	35,615,397	31,200,681	28,244,666	22,866,374
90 th Percentile	38,208,629	54,173,502	57,312,624	42,084,112	35,821,237

Head Sales & Marketing				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,041,341
25 th Percentile	-	-	11,819,425	11,411,167
Median	-	12,850,000	13,930,874	13,196,599
Average	-	13,238,151	15,321,954	15,243,810
75 th Percentile	-	-	18,046,645	18,129,833
90 th Percentile	-	-	-	21,320,221

Head Sales & Marketing					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,384,758	10,701,296	-
25 th Percentile	-	-	12,119,250	11,181,991	-
Median	-	-	13,129,433	12,360,692	-
Average	-	-	15,486,853	13,683,923	-
75 th Percentile	-	-	18,295,544	15,935,291	-
90 th Percentile	-	-	23,194,545	17,831,375	-

Head Sales				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	11,119,719	10,459,233	11,639,134
25 th Percentile	-	12,200,525	11,132,250	13,210,529
Median	-	13,616,582	12,956,867	15,483,012
Average	-	15,094,802	14,616,762	16,982,875
75 th Percentile	-	15,774,536	15,517,939	19,388,852
90 th Percentile	-	21,436,227	19,440,033	23,966,961

Head Sales					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,851,000	11,133,000	-
25 th Percentile	15,065,953	-	11,243,431	11,996,346	-
Median	16,343,114	-	13,172,789	14,045,846	12,895,305
Average	18,590,555	-	15,251,179	15,145,595	17,879,385
75 th Percentile	22,551,928	-	16,000,000	16,100,000	-
90 th Percentile	-	-	22,598,383	22,350,000	-

Head Marketing				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	10,612,037	11,236,189
25 th Percentile	-	-	10,785,946	12,500,000
Median	-	-	11,833,142	14,145,701
Average	-	-	12,039,722	16,883,741
75 th Percentile	-	-	12,507,329	18,561,865
90 th Percentile	-	-	14,744,000	28,310,027

Head Marketing					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,639,391	10,683,039	-
25 th Percentile	-	-	11,433,951	11,271,818	-
Median	-	-	12,300,000	12,505,958	13,070,186
Average	-	-	14,341,217	14,477,203	13,609,635
75 th Percentile	-	-	15,678,183	14,159,276	-
90 th Percentile	-	-	19,313,660	21,110,700	-

Head Manufacturing				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	12,179,921
25 th Percentile	-	-	-	14,183,907
Median	-	17,553,540	14,286,862	16,906,998
Average	-	17,975,404	15,510,797	19,265,442
75 th Percentile	-	-	-	17,995,522
90 th Percentile	-	-	-	29,986,367

Head Manufacturing					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,639,391	10,683,039	-
25 th Percentile	-	-	11,433,951	11,271,818	-
Median	-	-	12,300,000	12,505,958	13,070,186
Average	-	-	14,341,217	14,477,203	13,609,635
75 th Percentile	-	-	15,678,183	14,159,276	-
90 th Percentile	-	-	19,313,660	21,110,700	-

Head Operations (Non-Manufacturing)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,961,471
25 th Percentile	-	-	-	12,576,522
Median	-	14,670,000	15,127,381	15,508,149
Average	-	17,061,610	19,146,158	18,089,680
75 th Percentile	-	-	-	22,867,059
90 th Percentile	-	-	-	28,525,758

Head Operations (Non-Manufacturing)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	10,574,983	-	-	-	-
25 th Percentile	13,110,501	12,567,543	-	-	-
Median	15,886,882	15,214,573	17,020,677	-	13,550,486
Average	17,834,908	18,192,937	18,350,778	-	14,313,511
75 th Percentile	20,515,648	23,008,845	-	-	-
90 th Percentile	23,829,311	-	-	-	-

Head Supply Chain (w/o Manufacturing)				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,736,796
25 th Percentile	-	-	-	11,114,545
Median	-	-	-	15,125,769
Average	-	-	-	17,085,657
75 th Percentile	-	-	-	19,247,237
90 th Percentile	-	-	-	25,475,217

Head Supply Chain (w/o Manufacturing)					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	12,502,590	11,123,717	-
Median	-	-	14,503,876	14,952,219	-
Average	-	-	19,247,785	15,323,545	-
75 th Percentile	-	-	21,690,353	18,782,361	-
90 th Percentile	-	-	-	-	-

Chief Information Officer				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	12,196,473
25 th Percentile	-	-	-	13,366,443
Median	-	-	-	15,394,347
Average	-	-	-	16,008,730
75 th Percentile	-	-	-	18,604,369
90 th Percentile	-	-	-	19,764,901

Chief Information Officer					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	11,400,000	-	-
Median	-	-	12,628,288	-	-
Average	-	-	14,997,507	-	-
75 th Percentile	-	-	16,048,854	-	-
90 th Percentile	-	-	-	-	-

Head Strategy				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	13,178,845
Median	-	-	-	17,302,297
Average	-	-	-	21,607,241
75 th Percentile	-	-	-	23,554,205
90 th Percentile	-	-	-	-

Head Strategy					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	-	-	-
Average	-	-	-	-	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Head R&D				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,951,064
25 th Percentile	-	-	10,962,570	13,160,000
Median	-	13,688,005	12,407,040	17,860,048
Average	-	16,434,498	12,904,687	18,068,242
75 th Percentile	-	-	14,395,988	21,431,228
90 th Percentile	-	-	-	26,820,000

Head R&D					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,066,027	11,002,313	-
25 th Percentile	-	-	12,281,223	12,357,207	-
Median	-	-	14,226,197	15,800,626	-
Average	-	-	14,718,322	17,876,791	-
75 th Percentile	-	-	16,401,830	21,555,367	-
90 th Percentile	-	-	18,902,444	28,332,000	-

Financial Controller				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	11,533,652
Median	-	-	-	12,180,259
Average	-	-	-	12,594,128
75 th Percentile	-	-	-	13,293,697
90 th Percentile	-	-	-	-

Financial Controller					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	10,634,708	-	-
Median	-	-	11,918,386	-	-
Average	-	-	12,067,506	-	-
75 th Percentile	-	-	12,932,821	-	-
90 th Percentile	-	-	-	-	-

Chief Risk Officer				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	-
Median	-	-	-	16,766,793
Average	-	-	-	18,145,281
75 th Percentile	-	-	-	-
90 th Percentile	-	-	-	-

Chief Risk Officer					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	16,700,000	-	-	-	-
Average	18,239,815	-	-	-	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Chief Legal Officer / General Counsel				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	13,492,343
Median	-	-	-	14,476,226
Average	-	-	-	15,769,568
75 th Percentile	-	-	-	17,532,922
90 th Percentile	-	-	-	-

Chief Legal Officer / General Counsel					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	16,931,397	-	-
Average	-	-	16,714,562	-	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Head of Product Development				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	-
25 th Percentile	-	-	-	-
Median	-	-	-	14,788,841
Average	-	-	-	15,598,586
75 th Percentile	-	-	-	-
90 th Percentile	-	-	-	-

Head of Product Development					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	-	-	-
Median	-	-	17,481,611	-	-
Average	-	-	16,476,786	-	-
75 th Percentile	-	-	-	-	-
90 th Percentile	-	-	-	-	-

Head Quality				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,276,114
25 th Percentile	-	-	-	11,936,643
Median	-	-	-	13,325,000
Average	-	-	-	15,747,858
75 th Percentile	-	-	-	18,340,037
90 th Percentile	-	-	-	24,280,923

Head Quality					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	12,387,325	11,560,000	-
Median	-	-	12,863,764	12,080,000	-
Average	-	-	15,945,521	14,342,875	-
75 th Percentile	-	-	19,038,480	15,167,174	-
90 th Percentile	-	-	-	-	-

Head Procurement				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,840,875
25 th Percentile	-	-	-	12,775,028
Median	-	-	11,479,862	13,160,155
Average	-	-	12,484,162	15,069,404
75 th Percentile	-	-	-	15,373,010
90 th Percentile	-	-	-	22,792,429

Head Procurement					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,054,090	-	-
25 th Percentile	-	-	11,349,217	-	-
Median	-	-	12,407,638	14,896,352	-
Average	-	-	13,056,259	16,111,938	-
75 th Percentile	-	-	13,101,738	-	-
90 th Percentile	-	-	15,484,482	-	-

Head Projects				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,617,168
25 th Percentile	-	-	-	11,746,344
Median	-	-	-	14,513,831
Average	-	-	-	16,097,990
75 th Percentile	-	-	-	18,329,521
90 th Percentile	-	-	-	22,729,827

Head Projects					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,432,514	-	-
25 th Percentile	-	-	10,983,114	-	-
Median	-	-	12,717,643	-	-
Average	-	-	14,898,548	-	-
75 th Percentile	-	-	16,200,000	-	-
90 th Percentile	-	-	21,354,307	-	-

Head Business Development				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	11,536,745
25 th Percentile	-	-	-	12,076,427
Median	-	-	-	13,213,639
Average	-	-	-	16,705,477
75 th Percentile	-	-	-	17,810,586
90 th Percentile	-	-	-	20,537,649

Head Business Development					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	-	-	-
25 th Percentile	-	-	12,444,428	-	-
Median	-	-	14,310,728	15,029,918	-
Average	-	-	18,011,731	15,474,535	-
75 th Percentile	-	-	18,257,322	-	-
90 th Percentile	-	-	-	-	-

Plant Positions

Head Manufacturing - Plant Cluster				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	13,654,760
25 th Percentile	-	-	-	15,924,497
Median	-	-	12,129,189	17,460,364
Average	-	-	12,417,568	20,494,642
75 th Percentile	-	-	-	27,096,914
90 th Percentile	-	-	-	30,805,148

Head Manufacturing - Plant Cluster					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	11,542,719	11,556,960	-
25 th Percentile	-	-	12,100,000	13,250,761	-
Median	-	-	14,527,390	16,009,191	-
Average	-	-	20,296,650	15,615,533	-
75 th Percentile	-	-	29,771,598	17,194,667	-
90 th Percentile	-	-	32,057,935	17,909,375	-

Head Manufacturing - Plant				
Particulars	Quartile 1: Revenue (Less than ₹ 2,690 Crores)	Quartile 2: Revenue (₹ 2,690 Crores to ₹6,320 Crores)	Quartile 3: Revenue (₹ 6,320 Crores to ₹15,203 Crores)	Quartile 4: Revenue (Greater than ₹15,203 Crores)
10 th Percentile	-	-	-	10,808,469
25 th Percentile	-	11,562,123	10,735,000	12,189,441
Median	-	13,088,157	11,182,839	13,117,038
Average	-	13,886,557	11,652,035	15,060,539
75 th Percentile	-	15,894,169	11,336,926	15,578,145
90 th Percentile	-	-	-	19,280,442

Head Manufacturing - Plant					
Particulars	Financial Services	Technology	Manufacturing & Infrastructure	Consumer & Pharma	Other Services
10 th Percentile	-	-	10,713,530	10,594,764	-
25 th Percentile	-	-	11,869,192	11,586,926	-
Median	-	-	12,632,006	13,190,089	-
Average	-	-	15,258,485	13,732,357	-
75 th Percentile	-	-	15,724,312	14,990,596	-
90 th Percentile	-	-	21,402,908	17,346,472	-

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