

Annexure to the Board's Report - Information as per Section 197(12) of the Companies Act,2013 read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

List of top ten employees in terms of remuneration drawn as per Rule 5(2) of the companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Sr. No	Name	Designation	Age (years)	Qualifications	Experience (years)	Date of commencement of employment with the Company	Gross Remuneration (in Rs.)	Last employment held before joining the Company (Name of the employer)
1	Saugata Gupta	Managing Director & CEO	52	B.Tech, PGDBM	29	7-Jan-2004	13,78,36,549	ICI Prudential Life Insurance Company Limited
2	Sanjay Mishra	Chief Operating Officer – India Sales & Bangladesh Business	48	B.Sc., PGDBM	25	14-Oct-2015	2,89,08,091	PepsiCo, Dubai
3	Dr. Sudhakar Mhaskar	Chief Technology Officer	56	B.Sc., B.Sc. Tech, PhD	28	1-Sep-2004	2,25,49,905	Hindustan Unilever Limited
4	Naveen Pandey	Executive Vice - President & Head New Foods Business	42	BBA, PGP Finance	19	8-Jul-2016	1,99,49,686	PepsiCo India
5	Jitendra Mahajan	Chief Supply Chain Officer	50	B.E., MMS	25	18-Feb-2013	1,95,89,646	Britannia Industries Limited
6	Pawan Agrawal	Executive Vice President & Head - Finance & Investor Relations	42	B.Com., CA	20	25-Aug-2004	1,89,09,525	Eveready Industries Limited
7	Vivek Karve	Chief Financial Officer	49	B.Com., CWA, CA	25	2-Oct-2000	1,78,04,161	Siemens Information Systems Limited
8	Amit Prakash	Chief Human Resources Officer	43	B.Sc., MPM	21	20-Jul-2015	1,73,13,453	Hindustan Coco-Cola Beverages Private Limited
9	Gaurav Mediratta	Chief Legal Officer	44	B.Com., L.L.B.	20	5-Mar-2018	1,54,65,802	Hindustan Unilever Limited
10	Udayraj Prabhu	EVP and Head - Business Process Transformation and IT.	45	B.E., PGDM	22	12-Mar-2014	1,53,80,439	Sodexo Onsite Solution Limited

Details of employees as per Rules 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (Other than those mentioned above)

11	Sumant Kakaria *	Head - E Commerce	37	B.I.S, MBA	13	20-Feb-2017	1,50,85,086	Philip Consumer Lifestyle India
12	Koshy George	Chief Marketing Officer	43	B.Com., MBA	19	2-Jan-2019	1,47,01,761	Hindustan Unilever Limited
13	Bhaskar Balakrishnan	Head - Manufacturing	48	B.E.	28	11-Jul-2007	1,44,06,689	Godrej Sara Lee Limited
14	Shivajyoti Dash	Head - Modern Trade & Institutional Sales	42	B.Com, MBA	17	21-Apr-2014	1,39,41,568	Mondelez India Limited
15	Suchit Bansal	Business Head - Premium & Digital Personal Care Business	41	B.Com, MBA	17	27-May-2019	1,31,66,851	Make My Trip
16	Rajgopal Nayak	Head-Business Application & PMO	44	B.E., PGDCA	21	22-Mar-2016	1,26,68,986	Asian Paints Limited
17	Shilpa Mhatre	Head-Consumer Technical Insights	49	M. Pharm, DBM	25	16-Aug-2011	1,19,84,388	Consultant
18	Dr. Avani Mainkar *	EVP & Head R&D - Personal & Nature Care, Product Development	46	B. Pharm, M.Sc.(Tech), Ph.D.	20	1-Sep-2003	1,17,46,707	Kelkar Education Trusts Scientific Research Centre
19	Vinay Shrivastava *	Business Head - Foods	43	B.Tech, MBA	18	1-Mar-2017	1,15,37,299	Tata Sky Limited
20	Sujot Malhotra	Business Head - Beardo	39	B.Tech, MBA	14	12-Jun-2006	1,15,28,712	NA
21	Prabodh Halde	Head - Technical Regulatory Affairs, Technical Regulatory Affairs	48	B.Tech., MBA, Ph.D.	26	18-Sep-2006	1,14,73,339	Hindustan Coco-Cola Beverages Private Limited
22	Sridhar Janardhana	Head - Packaging	55	B.Sc., PGDPT	30	4-Jan-2016	1,13,56,815	Hindustan Unilever Limited
23	Nitin Kathuria	Head Supply Chain - Planning & Logistics	42	B.Tech., PGDABM	18	2-Dec-2002	1,10,91,654	Modern Dairies Ltd.
24	Amit Aggarwal	Head - Corporate Finance	40	B.Com., CA	18	24-Jul-2015	1,06,55,370	Nestle India Ltd
25	Anubhav Krishan*	Head of Trade Marketing	42	BE, MBA	15	16-Mar-2020	46,89,916	Reckitt Benckiser
26	A.T.M. Shamim Uz*	Group Product Head - Hair Innovation, Wellness & New Products	39	BBA	16	1-Jul-2018	43,81,144	Unilever Bangladesh Limited

NOTES:

- All appointments are/were contractual in nature. Other terms and conditions are as per the service rules of the Company.
- @The contractual terms of Mr. Saugata Gupta are additionally governed by the resolution passed by the shareholders in the 31st AGM of the Company held on August 1, 2019 and the agreement entered into with him by the Company.
- None of the employees named above are related to any Director of the Company.
- None of the employees named above hold 2% or more of the equity shares of the Company, by themselves or along with their spouse and dependent children.
- None of the employees named above were paid remuneration in excess of that drawn by the Managing director & CEO of the Company.
- Gross Remuneration includes salary, allowances, performance linked variable pay paid, cash incentive paid under Stock Appreciation Rights Plan (2011) of the Company, perquisites & benefits, leave encashment and Company's contribution to provident fund but excludes Company's
- * Employed for part of the financial year 2019-20.
- The information about qualifications and last employment is based on the particulars furnished by the concerned employee.

Date: May 4, 2020