

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 | 51 | B.Tech, PGDBM | 27 | 7-Jan-04 | 921,91,648 | ICICI Prudential Life Insurance Company Limited |
| 2 | Sanjay Mishra | Chief Operating Officer – India Sales & Bangladesh Business | 47 | B.Sc., PGDBM | 24 | 14-Oct-15 | 305,39,797 | PepsiCo, Dubai |
| 3 | Dr. Sudhakar Mhaskar | Chief Technology Officer | 55 | B.Sc., B.Sc. Tech, PhD | 27 | 1-Sep-04 | 286,83,242 | Hindustan Unilever Limited |
| 4 | Jitendra Mahajan | Chief Supply Chain Officer | 49 | B.E., MMS | 24 | 18-Feb-13 | 277,95,691 | Britannia Industries Limited |
| 5 | Vivek Karve | Chief Financial Officer | 48 | B.Com., CWA, CA | 24 | 2-Oct-00 | 255,10,198 | Siemens Information Systems Limited |
| 6 | Anuradha Aggarwal* | Chief Marketing Officer | 44 | B.A., PGDBA | 22 | 24-Aug-15 | 253,04,778 | Mondelez International Limited |
| 7 | Mukesh Kripalani* | Chief Business Process Transformation & Information Technology | 49 | B.E., PGDIE | 26 | 10-Jun-04 | 184,57,218 | Schindler India Private Limited |
| 8 | Amit Prakash | Chief Human Resources Officer, HR | 42 | B.Sc., MPM | 23 | 20-Jul-15 | 166,80,644 | Hindustan Coco-Cola Beverages Private Limited |
| 9 | Pawan Agrawal | Executive Vice President & Head - Finance & Investor Relations, Finance | 41 | B.Com., CA | 19 | 25-Aug-04 | 162,45,179 | Eveready Industries Limited |
| 10 | Dr. Avani Mainkar | EVP & Head R&D - Personal & Nature Care, Product Development | 45 | B. Pharm, M.Sc.(Tech), Ph.D. | 19 | 1-Sep-03 | 149,01,080 | Kelkar Education Trusts Scientific Research Centre |

Details of employees as per Rules5(2) of the companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (Other than those mentioned above)

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|----|---------------------------|---|----|---------------------|----|-----------|------------|--|
| 11 | Udayraj Prabhu | EVP and Head - Business Process Transformation and IT. | 44 | B.E., PGDM | 18 | 12-Mar-14 | 140,36,239 | Sodexo Onsite Solution Limited |
| 12 | Bhaskar Balakrishnan | Head - Manufacturing | 47 | B.E. | 27 | 11-Jul-07 | 139,62,057 | Godrej Sara Lee Limited |
| 13 | Shilpa Mhatre | Head-Consumer Technical Insights, R&D | 48 | M. Pharm, DBM | 24 | 16-Aug-11 | 119,60,977 | Consultant |
| 14 | Sanjiv Agarwal | Group Product Head - Premium Hair Care, Marketing | 39 | B.E., PGDM | 14 | 24-Sep-08 | 117,92,493 | ABN Amro Bank |
| 15 | Somnath Das* | Head Supply Chain - Planning & Logistics | 44 | B.E., PGDBM | 22 | 22-Oct-07 | 117,63,969 | PepsiCo Limited |
| 16 | Naveen Pandey * | Executive Vice - President & Sales Head, India Business, Sales | 41 | BBA, PGP Finance | 18 | 8-Jul-16 | 116,91,731 | PepsiCo India |
| 17 | Sridhar Janardhana | Head - Packaging | 54 | B.Sc., PGDPT | 29 | 4-Jan-16 | 116,31,454 | Hindustan Unilever Limited |
| 18 | Gaurav Mediratta | Executive Vice-President & Head Legal | 43 | B.Com., L.L.B. | 18 | 5-Mar-18 | 114,10,000 | Hindustan Unilever Limited |
| 19 | Rajgopal Nayak | Head-Business Application & PMO, IT - Business Applications | 43 | B.E., PGDCA | 20 | 22-Mar-16 | 112,42,734 | Asian Paints Ltd. |
| 20 | Minakshi Handa | Head of Marketing - Hair Care and Hair Innovations | 41 | B.E., PGDCM | 16 | 10-Feb-14 | 110,89,090 | Hindustan Unilever Limited |
| 21 | Prabodh Halde | Head - Technical Regulatory Affairs, Technical Regulatory Affairs | 47 | B.Tech., MBA, Ph.D. | 25 | 18-Sep-06 | 110,12,333 | Hindustan Coco-Cola |
| 22 | Nitin Kathuria | Head Supply Chain - Planning & Logistics | 41 | B.Tech., PGDABM | 17 | 2-Dec-02 | 107,18,128 | Modern Dairies Ltd. |
| 23 | Sachin Saxena | Head - Functional Foods | 43 | B.Tech. | 16 | 16-Apr-12 | 105,66,321 | GlaxoSmithKline Consumer Healthcare |
| 24 | A.T.M. Shamim Uz* | Group Product Head - Hair Innovation, Wellness & New Products | 38 | BBA | 15 | 1-Jul-18 | 91,45,206 | Unilever Bangladesh Limited |
| 25 | Sudip Mitra* | Head - Consumer Insights | 44 | B.Sc., PGPC | 20 | 5-Nov-12 | 71,71,331 | Philip Morris India |
| 26 | Shruti Ambegaoker* | Head - Organization Development | 44 | B.Com., MHRD | 21 | 17-Oct-11 | 59,31,578 | Right Management India Private Limited |
| 27 | Mohammad Sazzad Hossain * | Regional Sales Head - West | 42 | B.B.A. | 17 | 11-May-14 | 34,55,427 | Unilever Bangladesh Limited |
| 28 | Koshy George* | Chief Marketing Officer, Marketing | 42 | B.Com., MBA | 18 | 2-Jan-19 | 32,76,883 | Hindustan Unilever 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 26th AGM of the Company held on July 30, 2014 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 contribution to gratuity fund.
- * Employed for part of the financial year 2018-19.
- The information about qualifications and last employment is based on the particulars furnished by the concerned employee.

Date : May 6, 2019