

Annexure to the Board's Report - Information as per Section 197(12) of the Companies Act, 2013 read with Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

List of top ten employees in terms of remuneration drawn for the financial year 2021-22 as per Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Sr. No	Name	Designation (As on Mar 31, 2022)	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	54	B.Tech, PGDBM	31	7-Jan-2004	36,10,03,928 [#]	ICICI Prudential Life Insurance Company Limited
2	Jitendra Mahajan	COO- Supply Chain, IT & MENA Business	52	B.E., MMS	27	18-Feb-2013	5,47,25,092 [#]	Britannia Industries Limited
3	Dr. Sudhakar Mhaskar	Chief Technology Officer	58	B.Sc., B.Sc.Tech, PhD	30	1-Sep-2004	4,84,60,418 [#]	Hindustan Unilever Limited
4	Sanjay Mishra	COO - India Business and CEO New Business	50	B.Sc., PGDBM	27	14-Oct-2015	4,43,13,523 [#]	PepsiCo, Dubai
5	Udayraj Prabhu*	EVP and Head - Business Process Transformation and IT	47	B.E., PGDM	24	12-Mar-2014	3,13,15,358 [#]	Sodexo Onsite Solution Limited
6	Amit Prakash	Chief Human Resources Officer	45	B.Sc., MPM	23	20-Jul-2015	2,84,38,281 [#]	Hindustan Coco-Cola Beverages Private Limited
7	Koshy George	Chief Marketing Officer	45	B.Com., MBA	21	2-Jan-2019	2,75,08,131 [#]	Hindustan Unilever Limited
8	Pawan Agrawal	Chief Financial Officer	44	B.Com., CA	21	25-Aug-2004	2,74,99,255 [#]	Eveready Industries Limited
9	Sujot Malhotra	CEO, Zed Lifestyle	41	B.Tech, MBA	17	12-Jun-2006	2,04,13,909	NA
10	Padmanabh Maydeo	Head, MARVAL	50	B.E., PGDM	28	5-Nov-2007	1,75,45,361 [#]	Tata Consultancy Services

Details of employees as per Rules 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (Other than those mentioned above) - For the financial year 2021-22

11	Anubhav Krishan	Head - Trade Marketing & B2B	44	BE, MBA	17	16-Mar-2020	1,73,87,870	Reckitt Benckiser
12	Shivajyoti Dash	Executive Vice President & Head - Organized Trade	44	B.Com, MBA	19	21-Apr-2014	1,70,72,335	Mondelez India Limited
13	Bhaskar Balakrishnan	EVP & Head, Manufacturing & Operations Excellence	50	B.E.	29	11-Jul-2007	1,64,19,908	Godrej Sara Lee Limited
14	Nitin Kathuria	EVP & Head, Supply Chain	43	B.Tech., PGDABM	20	2-Dec-2002	1,56,59,815	Modern Dairies Ltd.
15	Rukaiya Rangwala*	Chief Digital Business Officer - Foods & Premium Personal Care	40	MBA	18	19-Apr-2021	1,53,68,640	Arvind Lifestyle Brands Limited
16	Ashish Mane	Head - Organisation Effectiveness	41	B.Tech., M.A.	17	1-Jul-2016	1,53,51,166	Piramal Enterprises Limited
17	Prabodh Halde	Head - Technical Regulatory Affairs	50	B.Tech., MBA, Ph.D.	28	18-Sep-2006	1,50,27,699 [#]	Hindustan Coco-Cola Beverages Private Limited
18	Sridhar Janardhana	Head - Packaging	57	B.Sc., PGDPT	32	4-Jan-2016	1,48,10,440 [#]	Hindustan Unilever Limited
19	Shilpa Mhatre	Head-Consumer Technical Insights	51	M.Pharm, DBM	27	16-Aug-2011	1,46,41,254	Consultant
20	Rahul Mahajan	Divisional Head	43	B.E., PGDBM	17	14-May-2018	1,45,15,298 [#]	L'Oreal India Pvt. Ltd.
21	Amit Bhasin*	Executive Vice President & Head Legal	41	LLB, CS	19	23-Jun-2021	1,39,34,286	Hindustan Unilever Limited
22	Aditya Singh	Head of Marketing	44	B.Com, PGDBM	20	1-Apr-2019	1,38,98,569	Star India Pvt. Ltd.
23	Smita Bhosale	Head - Consumer Insights	58	B.Sc., MBA	31	11-Sep-2018	1,36,53,027	Consultant
24	Amit Aggarwal	Head - Category Finance & MIS	42	B.Com., CA	20	24-Jul-2015	1,31,23,309	Nestle India Ltd
25	Gaurav Mediratta*	Chief Legal Officer	46	B.Com., L.L.B.	22	5-Mar-2018	1,27,23,480	Hindustan Unilever Limited
26	Rajat Diwaker	Divisional Head	44	B.E., MBA	21	15-May-2019	1,25,10,990	PepsiCo
27	Bhushan Bannur	Head - NPD & 3P Manufacturing	40	B.E., PGDIE	17	1-Nov-2013	1,16,95,101 [#]	Johnson & Johnson Ltd.
28	Rampabhat Yadav	Divisional Head	41	MMS, Marketing	16	10-Nov-2008	1,16,37,623	Maruti Suzuki India Ltd.
29	Amab Das	Business HR Head - India Sales & Marketing	42	B.E., MBA	18	31-Jan-2011	1,15,33,485	Aon Hewitt
30	Sachin Saxena	Head - Functional Foods	46	B.Tech Food Technology	19	16-Apr-2012	1,15,20,135	GSK India
31	Shailesh Ghodekar	Head CQA - Marico India	57	B.Sc.	35	1-Jul-1995	1,14,61,508	Unilever Saudi Arabia
32	Ruchika Agrawal	Head - Strategy	37	B.Tech., PGDM	13	22-Jan-2020	1,12,37,596	Boston Consulting Group
33	Nilanjan Roy Choudhury	Business Head New Country Development - Marico International	39	B.Sc., PGDM	16	29-Oct-2018	1,11,18,222	Accenture Solutions Pvt. Ltd.
34	Ramdarash Mishra	Works Head - Guwahati	41	B.E., PGDIM	18	6-Jun-2005	1,10,98,603 [#]	Professional Tutorials
35	Mridula Kini	Head of Product Development, Premium Personal Care	49	M.PHARM	27	30-Sep-2019	1,10,62,749	Hindustan Unilever Limited
36	Girish Subramaniam Iyer*	Head - Customer Service	45	B.E., PGDM	22	24-Aug-2005	1,10,56,204	Dr. Reddy's Laboratories
37	Vaibhav Rathi	Category Head	38	B.E., MS	16	15-May-2020	1,08,90,454	Tata Global Beverages
38	Naveen Pandey*	EVP & Head New Foods Business Unit	44	BBA, PGP Finance	21	8-Jul-2016	1,08,28,987 [#]	PepsiCo India
39	Laxmikant Mahale	Regional Sales Head	52	B.Com, Post Graduate	28	12-Aug-1995	1,07,64,698 [#]	Senah Kunja Kasarkod Honavar
40	Manav Sahni	Category Head	36	B.Sc., PGDBM	14	11-Jan-2011	1,06,63,136 [#]	Bharati Airtel Ltd.
41	Nirlay Sheth	Head - Procurement	41	B.E., MBA	18	3-Jan-2011	1,05,65,227	Godrej Saralee Ltd.
42	Meetu Goel	Head - Learning & Development	40	M.Sc.	20	26-Mar-2018	1,05,40,453 [#]	Deloitte India LLP
43	Bijoy Padmanabhan	Head - IT Applications	51	B.Sc., MIM	28	26-Dec-1996	1,03,89,423	Nagarwalla Consultants Pvt. Ltd.
44	Ketan Jain	Head - Commercial (Sales & Marketing)	38	B.Com., C.A.	17	12-Sep-2007	1,03,34,101	RSM & Co. (PWC)
45	Konark Gaur*	Business Head - New Foods	43	B.Tech., MBA	20	01-06-2021	91,66,670	USV Private Limited
46	Shilpa Atul Vora*	Chief Technology Officer	53	B.Sc., PhD (Immunology)	24	16-03-2022	6,45,161	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 at the 31st AGM held on August 1, 2019 and the agreement entered into between him and the Company.
- @ The remuneration of Mr. Saugata Gupta includes perquisite value of stock options exercised during the financial year 2021-22 of ₹ 22,47,42,836. Excluding that, his remuneration for financial year 2021-22 is ₹ 13,62,61,092.
- 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 Marico Stock Appreciation Rights Plan 2011 of the Company, wherever applicable, perquisite value of stock options exercised during the financial year 2021-22 under Marico Employee Stock Option Plan, 2016, if any by employee(s), other perquisites & benefits, leave encashment and Company's contribution to provident fund but excludes the Company's contribution to gratuity fund.
- # Includes perquisite value of stock options exercised during the financial year 2021-22 under Marico Employee Stock Option Plan, 2016.
- * Employed for part of the financial year 2021-22.
- The information regarding qualifications and last employment is based on the particulars furnished by the concerned employee.

Date: May 5, 2022