

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 2022-23 as per Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014								
Sl. No	Name	Designation (As on March 31, 2023)	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	55	B.Tech, PGDBM	32	7-Jan-2004	25,10,75,800	ICI Prudential Life Insurance Company Limited
2	Sanjay Mishra	COO - India Business and CEO New Business	51	B.Sc., PGDBM	28	14-Oct-2015	4,92,16,820 ⁹	PepsiCo, Dubai
3	Amit Prakash	Chief Human Resources Officer	46	B.Sc., MPM	24	20-Jul-2015	2,82,38,839 ⁹	Hindustan Coco-Cola Beverages Private Limited
4	Pawan Agrawal	Chief Financial Officer	45	B.Com., CA	22	25-Aug-2004	2,72,39,476	Eveready Industries Limited
5	Koshy George*	Chief Marketing Officer	46	B.Com., MBA	22	2-Jan-2019	2,54,20,487 ⁹	Hindustan Unilever Limited
6	Dr. Sudhakar Mhaskar*	Chief Technology Officer	59	B.Sc. Tech, PhD	30	1-Sep-2004	2,27,37,628 ⁹	Hindustan Unilever Limited
7	Sujot Malhotra	CEO, Zed Lifestyle	42	B.Tech, MBA	18	12-Jun-2006	2,25,24,513 ⁹	NA
8	Amit Bhasin	Chief Legal Officer	42	LLB, CS	20	23-Jun-2021	2,13,27,506	Hindustan Unilever Limited
9	Vrijesh Nagathan	Chief Information & Digital Technology Officer	48	B.E., MBA	22	23-Mar-2022	2,05,08,683	The Coca Cola Company
10	Bhaskar Balakrishnan	EVP & Head, Manufacturing & Operations Excellence	51	B.E.	29	11-Jul-2007	1,81,32,846 ⁹	Godrej Sara Lee 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) - For the Financial Year 2022-23								
11	Shilpa Mhatre	Head - Consumer Technical Insights & Design	52	M. Pharm, DBM	28	16-Aug-2011	1,76,71,518 ⁹	Consultant
12	Shivajyoti Dash	Executive Vice President & National Sales Head	45	B.Com, MBA	20	21-Apr-2014	1,76,34,818 ⁹	Mondelez India Limited
13	Rukaiya Rangwala	Chief Digital Business Officer - Foods & Premium Personal Care	41	B.Sc. MBA	19	19-Apr-2021	1,70,51,105	Arvind Lifestyle Brands Limited
14	Nitin Kathuria	EVP & Head, Supply Chain	44	B.Tech., PGDABM	21	2-Dec-2002	1,64,38,228	Modern Dairies Ltd.
15	Smita Bhosale	Head - Consumer Insights	59	B.Sc., MBA	32	11-Sep-2018	1,51,92,496 ⁹	Consultant
16	Prabodh Halde	Head - Technical Regulatory Affairs	51	B.Tech., MBA, Ph.D.	29	18-Sep-2006	1,50,85,034 ⁹	Hindustan Coco-Cola Beverages Private Limited
17	Shilpa Atul Vora	Chief R&D Officer	54	B.Sc., PhD (Immunology)	25	16-Mar-2022	1,43,39,193	Hindustan Unilever Limited
18	Aditya Singh	EVP & Head - Marketing	45	B.Com, PGDBM	21	1-Apr-2019	1,40,05,614	Star India Pvt. Ltd.
19	Priya Kapadia*	Head - Marico Innovation Foundation	50	M.A.; PGDBM	24	21-Oct-2013	1,37,45,209 ⁹	Bennett Coleman and Company Ltd.
20	Ashish Mane	Head - Organization Development	42	B.Tech., M.A.	18	1-Jul-2016	1,36,98,945 ⁹	Piramal Enterprises Limited
21	Arnab Das	Business HR Head - Sales, Marketing & Operations	43	B.E., MBA	19	31-Jan-2011	1,33,01,697 ⁹	Aon Hewitt
22	Rahul Mahajan	Head - Modern Trade & Institutional Sales	44	B.E., PGDBM	18	14-May-2018	1,30,53,235	L'Oréal India Pvt. Ltd.
23	Mridula Kini	Head of Product Development, Premium Personal Care	50	M. Pharm	28	30-Sep-2019	1,28,09,885	Hindustan Unilever Limited
24	Dipesh Acharya	Head Finance - India Business	38	B.Com., C.A.	15	12-Mar-2013	1,27,80,250 ⁹	Vodafone India Ltd.
25	Vaibhav Rathi	Head of Marketing - Foods	39	B.E., MS	17	15-May-2020	1,25,11,915	Tata Global Beverages
26	Vaishali Gode	Head - Packaging, Advanced Technology, and Product Development (Nourishment, Nature Care)	51	M.Sc., Ph.D.	26	22-Oct-2019	1,24,80,483	Hindustan Unilever Limited
27	Divya Seth *	Head HR - Rewards & Talent Management, MEA & Corporate Functions	41	B.Sc., MBA	16	4-May-2020	1,24,60,277 ⁹	Hindustan Unilever Limited
28	Somasree Bose Awasthi *	Chief Marketing Officer	44	B.E., MBA	19	7-Nov-2022	1,23,82,911	Godrej Consumer Products Limited
29	Shailesh Ghodekar	Head CQA - Marico India	58	B.Sc.	36	1-Jul-1995	1,23,43,449	Unilever Saudi Arabia
30	Nilanjay Roy Choudhury	Business Head New Country Development - Marico International	40	B.Sc., PGDM	17	29-Oct-2018	1,22,23,788	Accenture Solutions Pvt. Ltd.
31	Sachin Saxena	Head - Functional Foods	47	B.Tech Food Technology	20	16-Apr-2012	1,22,05,430 ⁹	GSK India
32	Bijoy Padmanabhan	Head - IT Applications	52	B.Sc., MIM	29	26-Dec-1996	1,18,69,083 ⁹	Nagarwalla Consultants Pvt. Ltd.
33	Niraj Sheth	Head - Procurement	42	B.E., MBA	19	3-Jan-2011	1,14,53,189	Godrej Saralee Ltd.
34	Darayus Mehta	Marketing & E-Com Head - Beardo	36	M.Sc., MBM	13	1-Jun-2016	1,12,83,694	L'Oréal India
35	Sreemoyee Ghosh Dastidar	Head - Business Applications	39	B.Tech, MBA	15	1-Jun-2020	1,11,85,583	Hindustan Unilever Limited
36	Ramdarash Mishra	Works Head - Guwahati	42	B.Tech., PGDIM	19	6-Jun-2005	1,11,82,839 ⁹	Professional Tutorials
37	Ketan Jain	Head - Finance & Operations	39	B.Com., C.A.	18	12-Sep-2007	1,09,90,491 ⁹	RSM & Co. (PWC)
38	Naresh Somani	Head - Taxation	40	B.Com., C.A.	18	22-Jan-2018	1,05,78,030	Firestar International Limited
39	Manav Sahni*	Category Head	37	B.Sc., PGDBM	15	11-Jan-2011	1,02,85,741 ⁹	Bharti Airtel Ltd.
40	Amit Aggarwal*	Head Finance - India Business	43	B.Com., CA	21	24-Jul-2015	95,03,590 ⁹	Nestle India Ltd
41	Padmanabh Maydeo*	Head, MARVAL	51	B.E., PGDM	29	5-Nov-2007	84,01,302	Tata Consultancy Services
42	Konark Gaur*	Business Head - New Foods	44	B.Tech., MBA	21	1-Jun-2021	82,86,808	USV Private Limited
43	Ramprabhat Yadav*	Divisional Head	42	MMS, Marketing	17	10-Nov-2008	67,52,313 ⁹	Maruti Suzuki India Ltd.
44	Sridhar Janardhana*	Head - Packaging	58	B.Sc., PGDPT	33	4-Jan-2016	56,70,449 ⁹	Hindustan Unilever Limited
45	Anubhav Krishan*	Head - Trade Marketing & B2B	45	BE, MBA	18	16-Mar-2020	54,82,225	Reckitt Benckiser
46	Meetu Goel*	Head - Learning & Development	41	M.Sc.	21	26-Mar-2018	51,00,630	Deloitte India LLP
47	Rajat Diwaker*	Country Head - Marico Bangladesh	45	B.E., MBA	22	15-May-2019	46,82,902 ⁹	PepsiCo
48	Jitendra Mahajan*	COO- Supply Chain, IT & MENA Business	53	B.E., MMS	28	18-Feb-2013	36,83,908	Britannia Industries Limited
49	Ruchika Agrawal*	Head - Strategy	38	B.Tech., PGDM	14	22-Jan-2020	29,77,609	Boston Consulting Group
50	Bhushan Bannur*	Head - NPD & 3P Manufacturing	41	B.E., PGDIE	18	1-Nov-2013	5,66,939	Johnson & Johnson Ltd.

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 resolutions passed by the shareholders at the 31st AGM and 34th AGM held on August 1, 2019 and August 5, 2022, respectively and the agreements entered into between him and the Company.
- [®] The remuneration of Mr. Saugata Gupta includes fixed pay, variable pay, retirement benefits, performance incentives/rewards as per the Company's policies and as determined by the NRC and the Board, and perquisite value of stock options exercised (wherever applicable) during the financial year (FY 2022-23: Nil).
- 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 2022-23 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 2022-23 under the Marico Employee Stock Option Plan, 2016.
- * Employed for part of the financial year 2022-23.
- The information regarding qualifications and last employment is based on the particulars furnished by the concerned employee.
- In terms of proviso to Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, particulars of employees posted and working in a country outside India, not being Directors or their relatives, have not been included in the above statement.

Date: May 5, 2023