

Statement containing particulars of employees pursuant to Section 197(12) of the Companies Act, 2013 read with Rule 5(2) & 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2015

Name	Designation	Gross Remuneration (in Rs.)	Qualifications	Experience (years)	Date of commencement of employment with the Company	Age (years)	Last employment held before joining the Company (Name of the employer)
Aditya Singh *	Head - Marketing International Business	3,850,601	B.Com., PGDBM	15	8-Mar-10	37	L'Oreal India Private Limited
Amit Prakash *	Head - HR, India Business	6,920,808	B.Sc., MPM	20	20-Jul-15	39	Hindustan Coco-Cola Beverages Private Limited
Anand Dhodapkar	Head - Product Development, Foods	10,570,076	B.Sc.(Food Tech), MBA	22	17-Dec-07	45	Nestle India Limited
Anuradha Aggarwal *	Chief Marketing Officer	13,527,397	B.A., PGDBA	19	24-Aug-15	41	Mondelez International Limited
Ashish Goupal	Head - Trade Marketing (Personal & Nature Care) & Shopper Marketing	7,566,523	B.E., MMS	12	10-Jan-06	36	Samsung India Electronics Limited
Ashutosh Telang	Chief Human Resources Officer	25,590,412	B.Sc., MLS	21	16-Jul-99	44	E. Merck Limited
Ashwini Holkar *	Category Head	3,543,033	B.A., MBA	13	3-Jan-06	36	Glaxo Smithkline Consumer Healthcare Private Limited
B Sridhar	Chief Operating Officer - Middle East, Africa And New Country Development	27,559,120	B.Tech., PGDBM	24	2-Nov-98	45	PepsiCo India Holdings Limited
Bhaskar Balakrishnan ^	Head - Manufacturing	16,754,827	B.E.	24	11-Jul-07	44	Godrej Sara Lee Limited
Bijoy Padmanabhan	Head - Information Technology Applications	7,233,377	B.Sc., MFM, MIM	23	26-Dec-96	45	Nagarwalla Consultants Private Limited
Bivashkumar Ganguli ^	Divisional Head -West	13,047,987	B.Sc., PGDM	15	17-Nov-03	39	Godrej Sara Lee Limited
Chaitanya Deshpande *	Executive Vice President & Head - M&A & Strategic Initiatives	12,850,926	B.Com., MMS	27	3-Jun-91	51	Tata Exports Limited
Dr. Avani Mainkar	Head - Hair & Skin (Nourishment)	11,619,879	B. Pharm, M.Sc.(Tech), Ph.D.	16	1-Sep-03	42	Kelkar Education Trusts Scientific Research Centre
Dr. Sudhakar Mhaskar ^	Chief Technology Officer	43,046,584	B.Sc., B.Sc. Tech, PhD	24	1-Sep-04	52	Hindustan Unilever Limited
Girish Iyer	Head - Copra Buying	7,025,149	B.E., PGDM	16	24-Aug-05	39	Dr. Roddy's Laboratories Limited
Girish Rao	Head - Information Technology and Analytics	12,617,605	MFM	30	8-Sep-03	46	Metro Cash and Carry India Private Limited
Hardee Shah	Head - Marketing - Personal & Nature Care, Marico India	10,353,639	B.Com., DBF, MMS	15	5-Dec-07	36	Kellogg India Private Limited
Heena Kanal	Head - Corporate Communications	7,398,674	B.Com., PGD in Mass Communication	19	1-Sep-10	39	Patni Computer Systems Limited
Jitendra Mahajan	Chief Supply Chain Officer	24,314,304	B.E., MMS	21	18-Feb-13	46	Britannia Industries Limited
K. Jayanth	Works Head - Kanjikode & Perundurai Units	7,904,123	M.FSC., PGD in Agri Business Management	16	29-Nov-04	41	Mahindra Shublabh Services Limited
Laxmikant Mahale	Regional Sales Head - South	7,022,660	B.Com, PGDM	22	12-Aug-95	46	Sneha Kunja Trust
Madan Mohan Pandey *	Head - Sales, Supply Chain & Business Development, South East Asia	1,787,180	B.E., MBA	18	21-Aug-00	44	Arvind Brands Limited
Maneesh Sharma *	Head - Packaging Development	8,095,310	B.Sc., PGDPT	27	2-Aug-10	47	Dabur India Limited
Minakshi Handa	Category Head	6,627,339	B.E., PGDCM	11	10-Feb-14	37	Hindustan Unilever Limited
Mukesh Kripalani	Chief Business Process Transformation & Information Technology	15,780,979	B.E., PGDIE	23	10-Jun-04	46	Schindler (I) Private Limited
Naresh Gehlaud	Head - Value Added Hair Oil Operation	6,255,245	B.E., MBA	22	12-Feb-05	45	Hindustan Unilever Limited
Nitin Kathuria	Works Head - Baddi Unit	8,746,635	B.Tech, PGD in Agri Business Management	15	2-Dec-02	37	Modern Dairies Limited
Pankaj Saluja *	Chief Strategy, M&A & New Business	7,955,942	B.E., PGDM	18	5-Oct-15	43	Bain & Company
Partho Sengupta *	Head - Business HR, Technology & Operations	3,939,650	LLB., PGDBM	10	20-Nov-15	38	HSBC Limited
Pawan Agrawal	Head - Finance, Marico Limited	9,791,452	B.Com., CA	16	25-Aug-04	38	Eveready Industries Limited
Prabodh Halde	Head - Technical Regulatory Affairs	8,266,428	B.Tech., MIRPM, MBA	22	18-Sep-06	43	Hindustan Coco-Cola Beverages Private Limited
Rachit Vohra	Head - Modern Trade, E-Commerce & Institutional Sales	9,743,421	B.Com., CS, PGDBM	14	13-Jan-05	37	Whirlpool of India Limited
Rajiv Doshi	Head - Taxation & Internal Audit	11,167,306	B.Com.	37	15-Jun-87	58	Shri Jagdish Oil Industries Limited
Ravin Mody	Head - Treasury, IR and M&A	8,373,670	M.Com., DISA, CA	15	14-Nov-05	36	Astrazeneca Pharma India Limited
Rohit Saraogi	Head - Finance, Marico International	7,688,948	B.Com., ACS, CA	18	4-Jul-12	41	Reckitt Benckiser (I) Limited
Samardeep Subandh *	Chief Sales Officer - India	14,889,937	B.E., PGDM	19	17-Jun-14	42	Hindustan Unilever Limited
Samares Biwas	Head - Advanced Technology	7,948,126	M.Sc., Ph.D.	18	26-May-14	48	ITC Limited
Sameer Satpathy *	Chief Marketing Officer	19,322,598	B.Com., PGDM	20	25-Nov-02	43	Berger Paints Limited
Sanjay Gupta *	Head - Marketing, Wellness & Youth, Marico India	8,382,698	B.A., PGDM	15	1-Jan-13	37	Consultant
Sanjiv Agarwal	Head - Sales Transformation & Capability	6,099,393	B.E., PGDM	11	24-Sep-08	35	ABN Amro Bank Limited
Sarath Krishnan	Divisional Head - South	9,833,059	B.E., PGDBA	15	3-Jun-13	37	Colgate Palmolive India Limited
Satish Pandurang Pai	Head - IT Infrastructure	6,021,251	B.Sc., MMS	21	6-Aug-01	42	Goodlass Nerolac Paints Limited
Saugata Gupta @	Managing Director & CEO	80,630,477	B.Tech, PGDBM	24	7-Jan-04	48	ICICI Prudential Life Insurance Co. Limited
Saurabh Nandi *	Head - Marketing, International Business	6,788,428	B.Tech, PGDM	18	2-Dec-13	42	Lemon Tree Hotels
Shailesh M Ghodekar	Head - Corporate Quality Assurance, Marico India	9,349,884	B.Sc.	28	1-Jul-95	51	Unilever Saudi Arabia
Shekhar Kadam *	Divisional Head - West	5,883,462	B.Sc., PGDM	13	28-Jun-04	36	Berger Paints Limited
Shilpa Mhatre	Head - Consumer Technical Insights	8,670,981	M. Pharm, DBM	21	16-Aug-11	45	Consultant
Shruti Ambegaoker	Head - Organization Development	14,310,003	B.Com., MHRD	18	17-Oct-11	41	Right Management India Private Limited

Name	Designation	Gross Remuneration (in Rs.)	Qualifications	Experience (years)	Date of commencement of employment with the Company	Age (years)	Last employment held before joining the Company (Name of the employer)
Somnath Das	Head - Supply Chain, Planning & Logistics	11,255,368	B.E., PGDBM	19	22-Oct-07	41	PepsiCo Limited
Sridhar Janardhana *	Head - Packaging	5,171,523	B.Sc., PGD in Packaging Technology	26	4-Jan-16	50	Hindustan Unilever Limited
Sudip Mitra	Head - Consumer Insights	9,940,756	B.Sc., PGPC	17	5-Nov-12	41	Philip Morris India
Suman Kumar	Divisional Head - East	6,591,038	B. Tech, PGDM	13	28-Sep-12	39	Wipro Consumer Care Limited
Surender Sharma	Head - Legal, Marico India	10,205,287	LLB, CS	16	19-Jul-13	40	Heinz India Private Limited
Suresh M. S. Jagirdar *	Chief Legal Counsel	10,587,496	B.A., LLB(Hons)	21	5-Jun-15	47	Consultant
Udayraj Prabhu	Head - Procurement	9,901,100	B.E., PGDM	15	12-Mar-14	41	Sodexo Onsite Solution Limited
Vivek Karve	Chief Financial Officer	19,641,044	B.Com., CWA, CA	21	2-Oct-00	45	Siemens Information Systems Limited
Yogesh Suradkar	Head - Grooming	6,747,497	M.Sc., Ph.D.	11	1-Jul-14	38	Procter & Gamble International Operations

- 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, taxable value of the perquisites and leave encashment but excludes Company's contribution to provident & superannuation fund and gratuity provision.
- * Employed for part of the financial year 2015-16.
- ^ Remuneration contains perquisite value of the employee stock option during the financial year 2015-16.
- The information about qualifications and last employment is based on the particulars furnished by the concerned employee.

Date : April 29, 2016