

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, 2014

| 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 Save* | Head - Digital Marketing & Media, India And Global Centre Of Excellence | 8,023,770 | B.Sc., MMS | 15 | 14-Jul-08 | 39 | GlaxoSmithKline Consumer Healthcare Ltd. |
| Aditya Singh | Head - Marketing, Marico Bangladesh Limited | 6,984,545 | B.Com., PGDBM | 14 | 8-Mar-10 | 36 | L'Oreal India Pvt. Ltd. |
| Anand Dhodapkar | Head - Product Development, Foods | 8,314,055 | B.Sc.(Food Tech), MBA | 21 | 17-Dec-07 | 44 | Nestle India Ltd. |
| Ashutosh Telang | Chief Human Resources Officer | 20,868,516 | B.Sc., MLS | 20 | 16-Jul-99 | 43 | E.Merck Ltd. |
| Dr. Avani Mainkar | Head - Hair & Skin (Nourishment) | 8,511,493 | B.Pharm, M.Sc(Tech), Ph.d | 15 | 1-Sep-03 | 41 | Kelkar Education Trusts Scientific Research Centre |
| B Sridhar | Chief Operating Officer - Rest of South Asia & Middle East & Africa | 20,762,592 | B.Tech., PGDBM | 23 | 2-Nov-98 | 44 | Pepsico India Holdings Ltd. |
| Bhaskar Balakrishnan | Head - Edible Oil Manufacturing & Projects | 8,729,360 | B.E. | 23 | 11-Jul-07 | 43 | Godrej Sara Lee Ltd. |
| Bijoy Padmanabhan | Head - Information Technology Applications | 6,202,387 | B.Sc., MFM, MIM | 22 | 26-Dec-96 | 44 | Nagarwalla Consultants Pvt Ltd. |
| Bivashkumar Ganguli | Head - Modern Trade, E-Commerce & Institutional Sales | 7,530,236 | B.Sc., PGDM | 14 | 17-Nov-03 | 38 | Godrej Sara Lee Ltd. |
| Chaitanya Deshpande | Executive Vice President & Head - M&A & Strategic Initiatives | 17,555,124 | B.Com., MMS | 26 | 3-Jun-91 | 50 | Tata Exports Ltd. |
| Dinesh Nagpal* | Head - Corporate HR | 5,395,720 | B.E., Masters in HR & OD | 13 | 6-Feb-12 | 39 | Wipro Ltd. |
| Girish Rao | Head - Information Technology and Analytics | 10,153,782 | MFM | 29 | 8-Sep-03 | 45 | Metro Cash and Carry India Pvt. Ltd. |
| Hardee Shah | Head - Marketing - Personal & Nature Care, Marico India | 7,202,160 | B.Com., DBF, MMS | 14 | 5-Dec-07 | 35 | Kellogg India Pvt Ltd. |
| Heena Kanal | Head - Corporate Communications | 6,232,204 | B.Com., PGD in Mass Communication | 18 | 1-Sep-10 | 38 | Patni Computer Systems Ltd. |
| K. Jayanth | Works Head - Kanjicode & Perundurai Units | 6,370,629 | M.FSC., PGD in Agri Business | 15 | 29-Nov-04 | 40 | Mahindra Shublabh Services Ltd. |
| Jitendra Mahajan | Chief Supply Chain Officer | 14,448,829 | B.E., MMS | 20 | 18-Feb-13 | 45 | Britannia Industries Ltd. |
| Madan Mohan Pandey | Head - Sales, Supply Chain & Business Development, South East Asia | 8,919,738 | B.E., MBA | 17 | 21-Aug-00 | 43 | Arvind Brands Ltd. |
| Maneesh Sharma | Head - Packaging Development | 11,209,428 | B.Sc., PGDPT | 26 | 2-Aug-10 | 46 | Dabur India Ltd. |
| Mukesh Kripalani | Chief - Business Process Transformation & Information Technology | 13,760,008 | B.E., PGDIE | 22 | 10-Jun-04 | 45 | Schindler (I) Pvt. Ltd. |
| Nikhil Narkhede | Head Supply Chain - ICP, Vietnam | 7,552,307 | B.E., MMS | 16 | 14-Aug-02 | 39 | PSEG (I) Pvt. Ltd. |
| Nitin Kathuria | Works Head - Baddi Unit | 7,014,921 | B.Tech, PGD in Agri Business | 14 | 2-Dec-02 | 36 | Modern Dairies Ltd. |
| Pawan Agrawal | Head - Finance, Marico Limited | 7,595,209 | B.Com., CA | 15 | 25-Aug-04 | 37 | Eveready Inds Ltd. |
| Prabodh Halde | Head - Technical Regulatory Affairs | 7,129,651 | B.Tech., MIRPM, MBA | 21 | 18-Sep-06 | 42 | Hindustan Coco-Cola Beverages Pvt. Ltd. |
| Rajiv Doshi | Head - Taxation & Internal Audit | 9,389,110 | B.Com. | 36 | 15-Jun-87 | 57 | Shri Jagdish Oil Industries Ltd. |
| Rachit Vohra | Divisional Head - South | 7,152,148 | B.Com., CS, PGDBM | 13 | 13-Jan-05 | 36 | Whirlpool of India Ltd. |
| Ravin Mody | Head - Treasury, IR, Secretarial and M&A | 6,458,146 | M.Com., DISA, CA | 14 | 14-Nov-05 | 35 | Astrazeneca Pharma India Ltd. |
| Rohit Saraogi | Head - Finance, Marico International | 6,769,146 | B.Com., ACS, CA | 17 | 4-Jul-12 | 40 | Reckitt Benckiser (I) Ltd. |
| Samardeep Subandh* | Chief Sales Officer - India | 17,463,340 | B.E., PGDM | 18 | 17-Jun-14 | 41 | Hindustan Unilever Ltd. |
| Sameer Satpathy | Chief Marketing Officer | 18,972,217 | B.Com., PGDM | 19 | 25-Nov-02 | 42 | Berger Paints Ltd. |
| Sanjay Gupta | Head - Marketing, Wellness & Youth, Marico India | 10,438,947 | B.A., PGDM | 14 | 1-Jan-13 | 36 | Consultant |
| Saugata Gupta@ | Managing Director & CEO | 60,679,292 | B.Tech, PGDBM | 23 | 7-Jan-04 | 47 | ICI Prudential Life Insurance Co. Ltd. |
| Saurabh Nandi | Head - Marketing, International Business | 7,735,266 | B.Tech, PGDM | 17 | 2-Dec-13 | 41 | Lemon Tree Hotels |
| Shailesh M Ghodekar^ | Head - Corporate Quality Assurance, Marico India | 8,847,352 | B.Sc. | 27 | 1-Jul-95 | 50 | Unilever Saudi Arabia |
| Shekhar Kadam | Divisional Head - West | 7,540,262 | B.Sc., PGDM | 12 | 28-Jun-04 | 35 | Berger Paints Ltd. |
| Shilpa Mhatre | Head - Consumer Technical Insights | 6,432,501 | M.Pharm, DBM | 20 | 16-Aug-11 | 44 | Consultant |
| Shruti Ambegaoker | Head - Organization Development | 11,507,195 | B.Com., Masters in HR & OD | 17 | 17-Oct-11 | 40 | Right Management India Pvt. Ltd. |
| Somnath Das | Head Supply Chain - Planning & Logistics | 9,394,076 | B.E., PGDBM | 18 | 22-Oct-07 | 40 | Pepsico Ltd. |
| Dr. Sudhakar Mhaskar^ | Chief Technology Officer | 26,361,234 | B.Sc., B.Sc Tech, PhD | 23 | 1-Sep-04 | 51 | Hindustan Unilever Ltd. |
| Sudip Mitra | Head - Consumer Insights | 7,595,743 | B.Sc., PGPC | 16 | 5-Nov-12 | 40 | Philip Morris |
| Suresh M. S. Jagirdar* | Executive Vice President & Head-Legal | 2,955,035 | B.A., LLB(Hons) | 20 | 7-Mar-11 | 46 | Godfrey Philips India Ltd. |
| Sushrut Pant* | Head - Marketing - Personal & Nature Care, Marico India | 7,193,371 | B.Sc., PGDM | 16 | 25-Aug-08 | 39 | Reckitt Benckiser (I) Ltd. |
| Udayraj Prabhu | Head - Procurement | 6,531,849 | B.E., PGDM | 14 | 12-Mar-14 | 40 | Sodexo Onsite Solution Ltd. |
| Vivek Karve^ | Chief Financial Officer | 35,731,143 | B.Com., CWA, CA | 20 | 2-Oct-00 | 44 | Siemens Information Systems Limited |

1. All appointments are/were contractual in nature. Other terms and conditions are as per the service rules of the Company.

2. @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.

3. None of the employees named above are related to any Director of the Company.

4. 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.

5. None of the employees named above were paid remuneration in excess of that drawn by the Managing director & CEO of the Company.

6. 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.

7. * Employed for part of the financial year 2014-15.

8.^Perquisite Value on account of exercise of ESOPs has been included in the Gross Remuneration of the respective employees.

9. The information about qualifications and last employment is based on the particulars furnished by the concerned employee.