

**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	Qualification	Experience	Date of commencement of employment with the Company	Gross Remuneration (#) (Amount in Rs.)	Name of the Last Employer
1	Saugata Gupta ^	Managing Director & CEO	49	B.Tech, PGDBM	25	7-Jan-04	1694,75,296	ICICI Prudential Life Insurance Company Limited
2	Ashutosh Telang	Chief Human Resources Officer	45	B.Sc., MLS	22	16-Jul-99	295,62,711	E. Merck Limited
3	Dr. Sudhakar Mhaskar	Chief Technology Officer	53	B.Sc., B.Sc. Tech, PhD	25	1-Sep-04	290,80,509	Hindustan Unilever Limited
4	Jitendra Mahajan	Chief Supply Chain Officer	47	B.E., MMS	22	18-Feb-13	281,26,393	Britannia Industries Limited
5	Anuradha Aggarwal	Chief Marketing Officer	42	B.A., PGDBA	20	24-Aug-15	268,63,678	Mondelez International Limited
6	Vivek Karve	Chief Financial Officer	46	B.Com., CWA, CA	22	2-Oct-00	258,41,321	Siemens Information Systems Limited
7	Mukesh Kripalani	Chief Business Process Transformation & Information Technology	47	B.E., PGDIE	24	10-Jun-04	214,38,016	Schindler India Private Limited
8	Pankaj Saluja	Chief Strategy, M&A & New Business	44	B.E., PGDM	19	5-Oct-15	185,85,909	Bain & Company
9	Sanjay Mishra	Chief Operating Officer – India Sales & Bangladesh Business	45	B.Sc., PGDBM	22	14-Oct-15	180,23,628	PepsiCo, Dubai
10	Suresh M. S. Jagirdar	Chief Legal Counsel	48	B.A., LLB(Hons)	22	5-Jun-15	158,11,565	Self - Employed

**Details of employees as per Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (other than those mentioned above)**

11	Shruti Ambegaoker	Head - Organization Development	42	B.Com., MHRD	19	17-Oct-11	143,57,647	Right Management India Private Limited
12	Girish Rao	Head - Information Technology and Analytics	47	MFM	31	8-Sep-03	143,18,715	Metro Cash and Carry India Private Limited
13	Dr. Avani Mainkar	Head - Hair & Skin (Nourishment)	43	B. Pharm, M.Sc.(Tech), Ph.D.	17	1-Sep-03	140,07,795	Kelkar Education Trusts Scientific Research Centre
14	Bhaskar Balakrishnan	Head - Manufacturing	45	B.E.	25	11-Jul-07	132,77,936	Godrej Sara Lee Limited
15	Somnath Das	Head - Supply Chain, Planning & Logistics	42	B.E., PGDBM	20	22-Oct-07	127,00,294	PepsiCo Limited
16	Surender Sharma	Head Legal - International Business & Company Secretary	41	LLB, CS	17	1-Nov-13	126,71,701	Heinz India Private Limited
17	Pawan Agrawal	Head - Finance, Marico Limited	39	B.Com., CA	17	25-Aug-04	123,38,630	Eveready Industries Limited
18	Anand Dhodapkar	Head - Product Development, Foods	46	B.Sc.(Food Tech), MBA	23	17-Dec-07	123,37,261	Nestle India Limited
19	Hardee Shah	Head - Marketing, Nature & Personal Care, India	37	B.Com., DBF, MMS	16	5-Dec-07	118,28,551	Kellogg India Private Limited
20	Udayraj Prabhu	Head - Procurement	42	B.E., PGDM	16	12-Mar-14	115,68,031	Sodexo Onsite Solution Limited
21	Amit Prakash	Head - HR, India Business	40	B.Sc., MPM	21	20-Jul-15	115,60,868	Hindustan Coca-Cola Beverages Private Limited
22	Naveen Pandey *	Country Head - Marico Bangladesh	38	BBA, PGP Finance	16	8-Jul-16	114,31,886	PepsiCo India
23	Sudip Mitra	Head - Consumer Insights	42	B.Sc., PGPC	18	5-Nov-12	113,26,965	Philip Morris India
24	Rajiv Doshi	Head - Taxation & Internal Audit	59	B.Com.	38	15-Jun-87	113,14,723	Shri Jagdish Oil Industries Limited
25	Sarath Krishnan	Division Head - South	38	B.E., PGDBA	16	3-Jun-13	111,08,473	Colgate Palmolive India Limited
26	Shilpa Mhatre	Head - Consumer Technical Insights	46	M. Pharm, DBM	22	16-Aug-11	108,92,840	Consultant

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27	Prabodh Halde	Head - Technical Regulatory Affairs	44	B.Tech., MIRPM, MBA	23	18-Sep-06	107,08,369	Hindustan Coca-Cola Beverages Private Limited
28	Rachit Vohra	Head - Modern Trade, E-Commerce & Institutional Sales	38	B.Com., CS, PGDBM	15	13-Jan-05	106,66,451	Whirlpool of India Limited
29	Durgesh Chug *	Regional Head - Marico Middle East & North Africa	46	B.Sc., MBA	24	21-Feb-17	73,71,428	Colgate Palmolive (India) Limited
30	B Sridhar *	Chief Operating Officer - Middle East, Africa and New Country Development	46	B.Tech., PGDBM	25	2-Nov-98	62,55,930	PepsiCo India Holdings Limited
31	Yogesh Suradkar *	Head - Grooming	39	M.Sc., Ph.D.	12	1-Jul-14	39,79,321	Procter & Gamble International Operations
32	Rohit Saraogi *	Head - Finance, Marico International	43	B.Com., ACS, CA	19	4-Jul-12	35,89,612	Reckitt Benckiser India Limited
33	Vinay Shrivastava *	Head - New Business & Digital Strategy	40	B.E., PGDM	15	1-Mar-17	28,33,333	Tata Sky Limited
34	Sumant Kakaria *	Head - E commerce	34	B.C.S., MBM	11	20-Feb-17	20,60,714	Philips India Limited

All appointments are/were contractual in nature. Other terms and conditions are as per the service rules of 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, perquisite value of Employee Stock Options exercised during the year, other perquisites & benefits, leave encashment and Company's contribution to provident fund but excludes Company's contribution to gratuity fund.

@The contractual terms of the Managing Director & CEO 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.

\* Employed for part of the financial year 2016-17

^ Remuneration contains perquisite value of the employee stock option during the financial year 2016-17.

**Date: June 29, 2017**