

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 (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	50	B.Tech, PGDBM	26	7-Jan-04	20,62,38,498	ICI Prudential Life Insurance Company Limited
2	Anuradha Aggarwal	Chief Marketing Officer	43	B.A., PGDBA	21	24-Aug-15	2,87,10,048	Mondelez International Limited
3	Jitendra Mahajan	Chief Supply Chain Officer	48	B.E., MMS	23	18-Feb-13	2,55,46,794	Britannia Industries Limited
4	Sanjay Mishra	Chief Operating Officer – India Sales & Bangladesh Business	46	B.SC.,PGDBM	23	14-Oct-15	2,54,82,112	PepsiCo, Dubai
5	Dr. Sudhakar Mhaskar	Chief Technology Officer	54	B.Sc., B.Sc. Tech, PhD	26	1-Sep-04	2,30,03,914	Hindustan Unilever Limited
6	Suresh M. S. Jagirdar*	Chief Legal Counsel	49	B.A., LLB(Hons)	23	5-Jun-15	2,27,44,036	Consultant
7	Vivek Karve	Chief Financial Officer	47	B.Com., CWA, CA	23	2-Oct-00	2,19,03,678	Siemens Information Systems Limited
8	Mukesh Kripalani	Chief Business Process Transformation & Information Technology	48	B.E., PGDIE	25	10-Jun-04	1,92,98,007	Schindler India Private Limited
9	Ashutosh Telang *	Chief Human Resources Officer	46	B.Sc., MLS	23	16-Jul-99	1,62,95,790	E. Merck Limited
10	Amit Prakash	Executive Vice-President & Head - HR	41	B.Sc., MPM	22	20-Jul-15	1,52,61,346	Hindustan Coco-Cola Beverages Private Limited
Details of employees as per Rules5(2) of the companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (other than those mentioned above)								
11	Pawan Agrawal	Executive Vice President & Head - Finance & Investor Relations	40	B.Com., CA	18	25-Aug-04	1,40,06,160	Eveready Industries Limited
12	Shruti Ambegaoker	Head - Organization Development	43	B.Com., MHRD	20	17-Oct-11	1,37,16,299	Right Management India Private Limited
13	Udayraj Prabhu	Executive Vice President & Head - Procurement	43	B.E., PGDM	17	12-Mar-14	1,36,97,302	Sodexo Onsite Solution Limited
14	Dr. Avani Mainkar	EVP & Head R&D - Personal & Nature Care	44	B. Pharm, M.Sc.(Tech), Ph.D.	18	1-Sep-03	1,35,23,285	Kelkar Education Trusts Scientific Research Centre
15	Bhaskar Balakrishnan	Head - Manufacturing	46	B.E.	26	11-Jul-07	1,26,16,469	Godrej Sara Lee Limited
16	Somnath Das	Head Supply Chain - Planning & Logistics	43	B.E., PGDBM	21	22-Oct-07	1,23,19,985	PepsiCo Limited
17	Sudip Mitra	Head - Consumer Insights	43	B.Sc., PGPC	19	5-Nov-12	1,12,06,155	Philip Morris India
18	Pankaj Saluja *	Chief Strategy, M&A & New Business	45	B.E., PGDM	20	5-Oct-15	1,11,64,072	Bain & Company
19	Shilpa Mhatre	Head - Consumer Technical Insights	47	M. Pharm, DBM	23	16-Aug-11	1,03,86,090	Consultant
20	Mohammad Sazzad Hossain	Regional Sales Head - West	41	B.B.A.	16	11-May-14	1,02,09,143	Unilever Bangladesh Limited
21	Surender Sharma*	Head Legal - International Business & Company Secretary	42	LLB, CS	18	1-Nov-13	69,39,434	Heinz India Private Limited
22	Gaurav Mediratta*	Executive Vice-President & Head Legal	42	B.Com., L.L.B.	17	5-Mar-18	68,00,932	Hindustan Unilever Limited
23	Hardee Shah*	Head - Marketing - Personal & Nature Care, Marico India	38	B.Com., DBF, MMS	17	5-Dec-07	66,75,161	Kellogg India Private Limited
24	Girish Rao*	Head - Information Technology and Analytics	48	MFM	32	8-Sep-03	59,01,361	Metro Cash and Carry India Private Limited
25	Anand Dhodapkar*	Head - Product Development, Foods	47	B.Sc.(Food Tech),	24	17-Dec-07	47,55,951	Nestle India 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 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, perquisites & benefits, leave encashment and Company's contribution to provident fund but excludes Company's contribution to gratuity fund.
- * Employed for part of the financial year 2017-18.
- ^ Remuneration contains perquisite value of ESOP and Stock Appreciation Rights exercised during the financial year 2017-18.
- The information about qualifications and last employment is based on the particulars furnished by the concerned employee.

Date : June 28, 2018