

**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 (As on Mar 31, 2021)	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	53	B.Tech, PGDBM	30	7-Jan-2004	14,02,97,138	ICICI Prudential Life Insurance Company Limited
2	Jitendra Mahajan	COO- Supply Chain, IT & MENA Business	51	B.E., MMS	26	18-Feb-2013	4,01,58,575	Britannia Industries Limited
3	Dr. Sudhakar Mhaskar	Chief Technology Officer	57	B.Sc., B.Sc. Tech, PhD	29	1-Sep-2004	2,80,47,815	Hindustan Unilever Limited
4	Sanjay Mishra	COO- India Sales and CEO - New Business	49	B.Sc., PGDBM	26	14-Oct-2015	2,72,44,989	PepsiCo, Dubai
5	Pawan Agrawal	-Executive Vice President & Head - Finance & Investor Relations (Upto Sep 10, 2020) - Chief Finance Officer (Effective Sep 11, 2020)	43	B.Com., CA	21	25-Aug-2004	1,92,07,454	Eveready Industries Limited
6	Gaurav Mediratta	Chief Legal Officer	45	B.Com., L.L.B.	21	5-Mar-2018	1,85,39,614	Hindustan Unilever Limited
7	Amit Prakash	Chief Human Resources Officer	44	B.Sc., MPM	22	20-Jul-2015	1,83,78,512	Hindustan Coco-Cola Beverages Private Limited
8	Vivek Karve *	Chief Finance Officer (Upto Sep 10, 2020)	50	B.Com., CWA, CA	26	2-Oct-2000	1,81,35,377	Siemens Information Systems Limited
9	Naveen Pandey	EVP & Head New Foods Business Unit	43	BBA, PGP Finance	20	8-Jul-2016	1,73,06,479	PepsiCo India
10	Udayraj Prabhu	EVP and Head - Business Process Transformation and IT	46	B.E., PGDM	23	12-Mar-2014	1,63,48,123	Sodexo Onsite Solution Limited
<b>Details of employees as per Rules 5(2) of the Companies ( Appointment and Remuneration of Managerial Personnel ) Rules, 2014 (Other than those mentioned above)</b>								
11	Shivajyoti Dash	Head Modern Trade & E-Commerce	43	B.Com, MBA	18	21-Apr-2014	1,56,95,934	Mondelez India Limited
12	Koshy George	Chief Marketing Officer	44	B.Com., MBA	20	2-Jan-2019	1,51,03,675	Hindustan Unilever Limited
13	Pratik Gupta	Head - Digital Transformation	39	B.Tech., MBA	15	2-May-2019	1,43,75,001	Wadi.com (Rocket Internet)
14	Bhaskar Balakrishnan	Head - Manufacturing	49	B.E.	29	11-Jul-2007	1,36,72,145	Godrej Sara Lee Limited
15	Shilpa Mhatre	Head-Consumer Technical Insights	50	M. Pharm, DBM	26	16-Aug-2011	1,24,65,547	Consultant
16	Sujot Malhotra	CEO - ZED Lifestyle	40	B.Tech, MBA	15	12-Jun-2006	1,22,71,574	NA
17	Prabodh Halde	Head - Technical Regulatory Affairs	49	B.Tech., MBA, Ph.D.	27	18-Sep-2006	1,19,04,120	Hindustan Coco-Cola Beverages Private Limited
18	Aditya Singh	Head of Marketing - Saffola	43	B.Com, PGDBM	19	1-Apr-2019	1,18,45,801	Star India Pvt. Ltd.
19	Sridhar Janardhana	Head - Packaging	56	B.Sc., PGDPT	31	4-Jan-2016	1,17,37,236	Hindustan Unilever Limited
20	Nitin Kathuria	Head Supply Chain - Planning & Logistics	43	B.Tech., PGDABM	19	2-Dec-2002	1,17,26,771	Modern Dairies Ltd.
21	Anubhav Krishan	Head - Trade Marketing & B2B	43	BE, MBA	16	16-Mar-2020	1,16,73,101	Reckitt Benckiser
22	Amit Aggarwal	Head - Corporate Finance	41	B.Com., CA	19	24-Jul-2015	1,15,68,770	Nestle India Ltd
23	Rahul Mahajan	Divisional Head	42	B.E., PGDBM	16	14-May-2018	1,13,78,466	L'Oreal India Pvt. Ltd.
24	Binjit Kadakapcedlikayal	Divisional Head	44	B.E., MBA	20	1-Jun-2018	1,13,10,206	Pidlite Industries Limited
25	Suchit Bansal*	Business Head - Premium & Digital Personal Care Business	42	B.Com, MBA	18	27-May-2019	1,13,09,615	Make My Trip
26	Manav Sahni	Business Head New Country Development - Marico-International	35	B.Sc. (HHA), PGDBM	13	11-Jan-2011	1,09,43,435	Bharati Airtel Ltd.
27	Smita Bhosale	Head - Consumer Insights	57	B.Sc., MBA	30	11-Sep-2018	1,08,12,050	Consultant
28	Rajat Diwaker	Divisional Head	43	MBA	20	15-May-2019	1,06,38,689	PepsiCo
29	Padmanabh Maydeo	Head - International Supply Chain	49	B.E., PGDM	27	5-Nov-2007	1,06,15,278	Tata Consultancy Services
30	Ramprabhat Yadav	Divisional Head	40	MMS, Marketing	15	10-Nov-2008	1,01,20,228	Maruti Suzuki India 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 resolution passed by the shareholders in the 31st AGM of the Company held on August 1, 2019 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 2020-21
- The information about qualifications and last employment is based on the particulars furnished by the concerned employee.

Date: April 30, 2021