

# HINDUSTAN UNILEVER LIMITED

## Annexure to the Report of Board of Directors

Information as per Section 197 of the Companies Act, 2013 read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and forming part of the Report of the Board of Directors for the year ended 31st March, 2021

Name	Age	Qualification	Date of Employment	Designation / Nature of Duties	Gross (₹)	Net (₹)	Experience in the Company	Name of the last employer
<b>Details 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</b>								
Sanjiv Mehta	60	B. Com, A.C.A.	01-Oct-1992	President - South Asia	15,36,38,751	8,41,61,880	29	Unilever Gulf FZE
Srinivas Phatak	49	C.A. ICWA	15-Sep-1999	Executive Director - Finance and IT and VP South Asia & CFO HUL	7,12,59,712	3,81,29,755	22	
Dev Bajpai	55	B. Com, LLB, FCS	18-May-2010	General Counsel, South Asia	5,53,17,343	2,91,07,484	11	ICICI Ventures Funds Management Company Limited
Wilhelmus Uijen	45	MSc Applied Physics	01-Sep-1999	Executive Director - Supply Chain and VP SC - South Asia	8,12,45,176	4,45,08,358	22	Unilever Head Office UK, London
Priya Nair	49	B. Com, PGDM	01-Aug-1995	Executive Director and VP Personal Care	6,68,14,378	3,59,95,053	26	Indica
Sudhir Sitapati	44	PGDM	01-Jul-1999	Executive Director & VP - Foods & Refreshment	6,16,52,503	3,32,10,393	22	
Srinandan Sundaram	45	PGDM	03-May-1999	Executive Director- Sales & Customer Development	5,69,32,896	3,06,15,405	22	
Anuradha Razdan	44	Graduate in Economics, MBA in HR from XLRI	03-May-1999	Executive Director HR	3,80,38,699	2,15,84,350	22	
BP Biddappa	54	B.A. (Hons), PGDM	25-May-1992	VP HR Home Care New Business Models & Firm of the Future	4,34,71,553	2,43,51,615	29	A F Ferguson
Mohammad Akhtar	46	Bachelors of Business Administration	01-Dec-2017	VP- Digital Transformation and Growth - South Asia	6,34,50,386	3,42,23,465	21	British American Tobacco

Name	Age	Qualification	Date of Employment	Designation / Nature of Duties	Gross (₹)	Net (₹)	Experience in the Company	Name of the last employer
<b>Details of Employees as per Rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (other than those mentioned above)</b>								
Aakriti Chandra*	40	B.A. (Hons.), M.A. (PM&IR)	01-Jul-2003	GM HR- Talent & Organization, South Asia	1,08,59,027	63,31,497	18	
Abhinav Tyagi*	41	PGDM	05-May-2003	General Manager - Customer Marketing	95,41,082	60,58,185	18	
Ajith Thomas*	39	MBA - HR	08-May-2006	General Manager HR Supply Chain Finance & Legal	1,42,38,089	88,56,319	14	
Akhilesh Kumar Yadav*	40	Bachelor of Technology - Chemical Engineering	01-Jan-2021	General Manager- ManEx, South Asia	35,82,029	25,97,914	18	
Alok Joshi	52	B.Tech. (Chemical Engineering), IIT Delhi	13-Jun-1988	VP - Customer Service, Logistics and Supply Chain Transformation, South Asia	3,33,34,117	1,90,30,783	33	
Amaan Khan	47	Master of Business Administration	30-Oct-2015	Head - Innovations	1,77,96,662	1,08,51,726	1	GlaxoSmithKline Consumer Healthcare Limited
Amit Agarwal	40	Higher Diploma in Education (Post Graduate) - Accounting	01-Sep-2006	GM Control Assurance, South Asia	1,48,32,377	92,00,982	15	
Amit Bhasin	40	B.Com, LL.B, A.C.S.	03-Sep-2007	Head Legal Counsel CD	1,74,63,177	1,08,97,374	14	
Amol Lovalekar	41	PGDIE, BE Mech	27-Aug-2012	Digital Transformation Lead	1,39,70,886	86,94,680	9	Colgate Palmolive Ltd
Anand Kumar Tripathi	53	Post Graduation in Personnel Management & Industrial Relations	27-Sep-2017	General Manager HR - Employee Relations	1,53,29,607	94,34,461	15	UPL Ltd., Mumbai
Anandi Shankar	39	M.M.S (HR)	05-Jul-2004	GM HR- Talent & Organization, South Asia	1,95,30,578	1,21,18,799	17	
Ananthasubramanian Sivakumar	55	Ph.D.	15-Sep-2001	General Manager Regulatory Affairs South Asia & Global Home Care	2,07,07,791	1,26,44,776	20	Nalco Chemical Company, Chicago, USA

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Anila Vinayak	48	PGPDM- IIM Bangalore	31-Jan-2011	CMI Director HC South Asia,Radiant and Digital Analytics	1,58,21,817	1,00,55,217	22	
Anit Ramawat*	38	PGBDM B.E. in Computer Science & Engineering	25-Oct-2010	Customer Marketing Head	72,37,665	47,76,388	10	
Ankush Punj	40	PGDM	05-May-2003	General Manager HR - Marketing	1,62,30,532	99,34,229	18	
Ankush Wadehra	39	MBA, B.Tech	08-Nov-2011	Global Brand Director - Lux	1,48,55,087	92,23,214	16	
Ansu Archana	36	B Pharm & MBA	25-Feb-2019	General Manager SC Strategy	1,03,94,406	67,02,257	2	Glenmark Pharmaceutical Europe Limited
Apratim Majumder*	37	Master of Business Admin	01-Feb-2010	Category Head, Naturals	69,12,733	46,89,421	11	Nielsen
Arun Mishra	43	Master of Science	01-Mar-2016	Head - Global Regulatory Affairs Nutrition & CSA	1,95,23,002	1,20,43,675	1	GlaxoSmithKline Consumer Healthcare Limited
Arun Neelakantan	40	Post Graduate	01-May-2006	General Manager - South	1,95,74,900	1,22,07,406	15	
Arvind Chabra	45	BS(IS) & PGDBM	18-Jan-2017	General Manager- BA	1,19,63,081	74,23,857	4	Blueair India Pvt Ltd
Asha Gopalakrishnan	46	C.A.	15-Oct-1996	VP Finance South Asia BPC and Marketing	2,34,29,782	1,36,20,198	24	Ponds (I) Ltd
Ashish Naresh Mishra*	49	M.B.B.S, M.D (PSM),	01-Mar-2021	Chief Medical Officer, South Asia	13,20,638	10,94,909		Health Director – Europe, Middle East, Africa & India Inclusion & Diversity Leader, Dow, India
Ashish Rai	43	B.E., MBA	01-Mar-2020	VP for B2B eCommerce and RTM	2,61,05,159	1,54,57,625	15	Colgate Palmolive India Limited
Ashita Mittal	40	BE + PGDIM	23-Sep-2019	General Manager - Demand Planning and Excellence	1,28,03,256	79,17,295	1	Johnson & Johnson

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Ashwani Tyagi	45	BSc, LLB, PGD in Cyber Laws, IPR, Corporate Laws, International Trade & Business laws	18-Oct-2010	Head Legal counsel F&R	1,02,55,755	65,91,230	11	Aviva Life Insurance Co. India Ltd
Ashwath Swaminathan	38	BSc Physics, PDGCM	17-Jul-2006	Head Innovation - Lakme	1,71,46,300	1,05,23,230	15	TNS India Pvt Ltd
Baljit Singh Viridi	58	Masters	01-Oct-1981	Head - Special Projects, Nutrition	1,21,88,195	78,88,643	1	GlaxoSmithKline Consumer Healthcare Limited
Bhavesh Gupta*	38	B. Tech (Hons – Mechanical) from IIT Kharagpur	15-Nov-2010	Head of Global Marketing Sundial Brands	27,56,119	21,29,995	11	
Boishakhi Banerjee	38	PGD PM-IR	05-May-2004	Global HR Director, Water and Air Wellness	1,55,01,855	94,79,469	17	
Brijeshdas Krishnadas	45	PG- Business management	16-Feb-1996	Consumer Cluster Head - UP	1,02,97,965	65,84,880	25	
Chandrasekaran Singaravelu	47	B.E.	20-Jun-1996	Factory Manager	1,48,68,605	91,92,674	25	
Deepa Dey	54	Master of Arts (English Literature)	03-Jun-2013	Head - Communication & Sustainability, Nutrition & Special Projects	1,09,24,745	69,08,877	1	GlaxoSmithKline Consumer Healthcare Limited
Deepak Endley	49	Master of Business Administration	29-Oct-2007	Head Special Projects, Nutrition	1,81,35,656	1,13,79,925	1	GlaxoSmithKline Consumer Healthcare Limited
Deepika Bhan	40	Post Graduate	03-Oct-2005	Brand Development Category Head - Hair	1,73,17,082	1,06,64,034	15	Pepsi Foods (Frito Lays)
Devashish Dasgupta	55	Bachelor	01-Sep-2017	Head - Government & Corporate Affairs	2,26,11,067	1,32,08,070	1	GlaxoSmithKline Consumer Healthcare Limited
Dheeraj Arora	44	PGDM	12-Apr-2004	Vice President – Modern Trade and eCommerce	3,20,19,727	1,85,98,632	17	Britannia Industries Limited

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Dhyan Aery	52	Bachelor	15-Jul-1991	Head - Supply Chain Nutrition	1,62,45,367	99,77,502	1	GlaxoSmithKline Consumer Healthcare Limited
G Sitalakshmanan*	38	Mcom, FCA	21-Aug-2006	GM Finance - F&R	1,20,27,897	77,35,225	15	ICI India Limited
Gajendra Pal Singh	54	B.Tech in Chemical Technology; MBA	05-Feb-1990	Cluster Head	1,44,07,003	89,26,315	31	Super Cosmetics P Ltd
Gaurav Bhatnagar	40	PGDBM , BE	02-May-2005	General Manager - North	1,69,38,520	1,05,58,628	16	
Gaurav Chugh	38	PG Diploma in Industrial Engineering, B.E. (Mechanical)	28-Mar-2011	Head, National Fulfilment Operations	1,17,11,162	72,72,614	10	Olam International Limited, Singapore
Gaurav Jeet Singh	48	PGDM	05-May-2008	Media Head, South Asia	1,74,18,603	1,07,24,144	13	
Gaurav Kaul	42		27-May-2013	Regional Sales Head - East	1,13,01,416	74,18,413	5	GlaxoSmithKline Consumer Healthcare Limited
Gaurav Pande*	42	PGDM	12-Apr-2004	General Manager - Life Essentials	1,57,52,403	96,36,701	16	
Geetika Mehta	40	PGDM, IIM Ahmedabad	05-May-2003	General Manager, Home and Hygiene India	1,62,95,812	99,21,331	18	
Harman Dhillon	41	MBA (FMS Delhi), B.COM Hons.	28-Aug-2006	VP Hair	2,74,14,849	1,65,62,215	15	TAS (Tata Administrative Services, Tata Sons)
Himanshu Kanwar	40	PGDM	10-May-2006	Brand Development Category Head - Hair	1,65,73,215	1,02,37,857	15	ITC - Last employer
Jagadish P	54	B.Tech.	16-Jul-1991	General Manager Engineering & Projects - South Asia	1,60,15,233	1,00,14,346	30	Cochin Refineries Ltd - Kerala
Jasbir Singh Nanda*	53	M.Com. LLB	01-Jul-1995	Procurement Director - Packaging	2,43,78,124	1,53,66,718	26	
Jyoti Samajpati	39	M.B.A. - Marketing	02-Apr-2007	Global Brand Leader - Oral Care - South Asia	1,43,15,326	92,49,123	14	Marico
K Ganesh*	59		01-Nov-1990	General Manager- Corporate Affairs	61,94,394	36,64,505	28	
K Shivaramakrishnan	46	B.E. (Hons), PGDM	01-Aug-2000	Vice President - Tea & Foods	2,28,05,140	1,32,85,760	21	PepsiCo India Holdings Ltd

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Kabir Gossain	42	PGDBM from IIM Lucknow, B.E from BIT Ranchi	10-Oct-2005	General Manager - Retail and Omnichannel Modern Trade	1,61,38,003	99,96,948	16	Cadbury India
Kallol Mukherjee*	38	B. Tech (Hons – Mechanical) from IIT Kharagpur	01-Dec-2020	Procurement Director - Markets, South Asia - India, Pakistan & Nepal	1,82,22,428	1,18,34,789	16	
Kannan Ganeshan*	42	I.C.M.A.	02-Dec-2002	GM - Finance, Sales & CD	9,94,619	8,86,578	18	I.C.M.A.
Kanneganti Prasad	58	Bachelor	05-Jun-1982	Head - Technical Nutrition	1,37,73,432	85,65,984	1	GlaxoSmithKline Consumer Healthcare Limited
Karanjeet Bhagi	36	B.Tech, M.B.A	05-May-2008	General Manager- eCommerce	1,32,88,196	82,33,770	13	
Krishnan G	51	Post Graduate Diploma in Business administration	02-May-1992	GM - CD Transformation	1,60,26,788	99,29,645	29	
Krishnan Sundaram	43	MBA	02-May-2000	Vice President - Integration and Change Management	2,96,73,590	1,68,11,191	21	
Mani Balaji	38	ACA, CGMA, ACMA	02-Nov-2005	GM Supply Chain Finance	1,44,06,107	89,58,303	16	Unilever Plc
Manish Gangopadhyay	51	M.E.	01-Apr-1996	General Manager- RDC, Hair South Asia	1,79,91,064	1,11,54,954	25	
Manish Makhijani	48	B.E., PGDM	05-Nov-2003	CMI Global CEC & PRM Director	1,64,74,586	1,01,12,078	18	Synovate India (now Ipsos India)
Manish Syag	41	Master of Business Administration	01-May-2004	General Manager - OOH	1,31,73,867	82,59,192	1	GlaxoSmithKline Consumer Healthcare Limited
Mathan Raj	40	Masters Human Resources Management	15-Sep-2008	General Manager - HR, Customer Development	1,28,50,588	79,11,231	1	GlaxoSmithKline Consumer Healthcare Limited
Mohit Sud	42	B.E., PGDM	05-May-2004	General Manager - Central	1,85,35,446	1,15,26,083	17	Infosys Technologies Limited
Mukesh Manohar Pawar	39	PGDM, IIM, Lucknow	02-May-2005	General Manager - West	1,42,82,829	89,06,226	16	

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Mukti Hariharan	39	A.C.A, PGP in Management (M.B.A.)	18-Dec-2018	General Manager Mergers & Acquisitions, Treasury and Insurance	1,21,14,106	74,31,264	2	Bennett & Coleman
Nikhil Jacob	36	BE Electronics Osmania University, PGDCM IIM Calcutta	03-May-2007	Head Tea Innovations	1,35,16,497	85,10,537	14	
Nitesh Priyadarshi	48	Post Graduate (MBA)	01-Aug-2018	Vice President CMI- South Asia and the HIVE	2,05,34,484	1,25,34,309	15	Nielsen
Nitish Bhalotia	40	MBA	05-May-2004	General Manager Fabric Care Core-India	1,46,98,696	89,81,989	17	
Nityanand Natarajan	47	B.E. Mechanical Engineering	20-Jan-2014	Factory Manager - Rajahmundry	1,07,43,843	69,75,882	1	GlaxoSmithKline Consumer Healthcare Limited
Padmanabhan Seetharam Nurani	48	B.Tech (Chemical)	07-Jul-1994	General Manager RDC Home Care South Asia	1,94,21,019	1,17,55,871	27	Unilever Thai Services Limited, Bangkok
Pawan Chaturvedi	41	C.A.	18-Feb-2008	General Manager - Asia, Investments	1,78,44,861	1,08,73,585	13	Nokia
Prabha Narasimhan	48	PGDM	01-Aug-2007	Executive Director and VP - Home Care	2,98,85,445	1,69,75,297	22	Madura Garments
Prasad Neginhal*	43	B.Com, LL.B, ACS	04-Apr-2016	Senior Legal Counsel, HPC	60,54,828	43,34,919	2	GlaxoSmithKline Consumer Healthcare Limited
Prasad Pradhan	56	B. Com, Masters' Degree in Personnel Management	04-Jan-1993	HD, Corp. Comm.	2,13,42,075	1,27,87,786	28	Hindustan Petroleum Corporation Ltd
Prashant Premrajka	42	PGDM	05-May-2003	VP Finance F&R	2,12,53,507	1,27,68,240	18	
Prem Dubey	49	Master of Business Administration	08-Jun-2012	Head - Engineering & Projects, Nutrition	1,32,19,854	82,17,390	1	GlaxoSmithKline Consumer Healthcare Limited
Rahul Awasthi	47	B. E. Chemical	23-Sep-1997	Head - Planning & Technology, Home Care	1,53,09,554	95,87,606	24	J.K Synthetics Limited
Rahul Jain	46	Graduate	26-Aug-1997	Consumer Cluster Head	1,42,20,633	88,18,074	21	
Rajesh Sethuraman	47	BE PGDBM	25-Jun-2001	IOPS Market Engagement Leader	2,70,19,044	1,60,18,720	20	Heinz india PVT LTD

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Rajesh Sharda	46	Master of Business Administration	16-Jan-2013	Head HR - Integration	1,38,51,792	87,22,328	1	GlaxoSmithKline Consumer Healthcare Limited
Rajiv Subramanian	39	Post Graduate Diploma in Business Management	06-Dec-2010	Global Senior Marketing Manager	1,09,71,134	73,82,157	10	Heinz India Pvt. Ltd.
Rakesh Kumar	55	Bachelor	11-Sep-1989	Head - FSS, Treasury & ERP Project, Nutrition	1,05,20,053	69,19,381	1	GlaxoSmithKline Consumer Healthcare Limited
Rakesh Thakur	45	Masters	16-May-2019	GM Finance, Integration	1,19,23,070	75,99,107	1	GlaxoSmithKline Consumer Healthcare Limited
Ramkailash Bhadouria	54	Bachelor of Engineering (Hons). Advance Diploma in Finance	01-Apr-2005	Head - Projects	1,40,77,173	87,91,045	16	Chambal Fertilisers and Chemicals Ltd
S Rao	54	Bachelor Food Science	30-May-1989	Sustainability Project Lead, Nutrition	1,29,20,045	80,91,926	1	GlaxoSmithKline Consumer Healthcare Limited
Sairam Subramanian	38	BE Hons. Chemical Engineering – BITS PILANI PGDM – IIM Kozhikode	05-May-2008	General Manager - Lakme and Colours	1,06,33,928	68,39,414	13	Infosys technologies Ltd.
Sandeep Kohli*	53	MMS	05-Jul-1993	VP BB Personal Care NAME	3,16,00,271	1,91,56,736	28	
Sandeep Tanwani	45	B.E., PGDM – Marketing & Finance	05-May-2003	Vice President, South Asia Fabric Cleaning Innovation and Global Radiant	1,87,82,568	1,16,04,810	18	Reliance Industries Limited
Sanjay Harlalka	56	B. Tech.	02-Jan-1991	GM Plastics and Network Design	1,97,73,604	1,20,59,035	30	
Sanjiv Chatterji	55	B.Com.(Hons)	15-Jul-1988	General Manager Operations - Foods & Refreshments, South Asia	2,09,86,600	1,29,35,718	33	
Sanmukha Rao Guniti	41	PGDM	21-May-2007	Nakshatra Cluster Lead (East)	1,32,21,115	83,47,999	14	Asian Paints Limited



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Satyendu Krishna	45	PGDM	22-Mar-2004	General Manager - COE	1,72,90,422	1,04,80,916	17	Gujarat Co-operative Milk Mktng. Fed.
Sejal Haribhakti Mody*	41	Masters	04-May-2020	General Manager - HR for Supply Chain, Finance and Legal	1,60,52,955	97,55,455	1	Disney India Private Ltd.
Shabber Badshah	37	B.Tech, MBA	18-May-2015	Head - Planning & Technology - Personal Wash & Deos	1,34,94,776	84,43,341	16	Accenture Consulting
Shailendra Singh	38	PGDM (MBA, IIM-Lucknow)	08-May-2006	General Manager - Deos	1,51,77,200	94,03,216	15	
Sharon Pereira	58	Masters	15-Jul-2002	GM - Regional Advertising Production Asia-Amert	1,50,09,326	93,01,550	19	Enterprise Nexus Advertising
Shelly Kohli	46	LL.B., LL.M (NYU)	03-Jun-2019	Head Legal counsel BPC & HC	1,42,61,432	87,65,931	2	Levi Strauss & Company
Shikha Gupta	44	CA, Msc (Finance)	19-Mar-2018	Application Manager - Information & Analytics	1,98,01,590	1,19,39,611	3	Novartis India Limited
Shivesh Verma	54	Masters	27-Feb-2017	Regional Sales Head - West	1,11,40,832	71,09,143	1	GlaxoSmithKline Consumer Healthcare Limited
Shrabani Bhattacharya	43	Master of Business Administration	16-Mar-2015	Head - CSL & Supply Planning (Nutrition)	1,04,13,891	68,28,570	1	GlaxoSmithKline Consumer Healthcare Limited
Shruti Bharadwaj	40	M.A. (Personnel Management & Industrial Relations)	02-Jun-2008	GM HR Nutrition	1,64,93,353	1,01,09,445	17	
Shruti Kashyap Arora	38	Post Graduate	08-May-2006	Geography IT Director, South Asia	1,60,71,195	1,00,76,305	15	
SO Thirunavukkarasu*	60		11-Nov-1991	Sr. Finance Manager - Taxation	17,37,538	14,68,971	27	
Sreedhar Routh	53	Bachelor Food Science	02-Mar-1992	Site Head - Rajahmundry	1,13,75,032	72,04,311	1	GlaxoSmithKline Consumer Healthcare Limited
Srirup Mitra	39	B.A. (Hons - Economics)	01-Jul-2003	VP Skin Cleansing	2,27,04,840	1,31,15,662	18	

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Subhra Gourisaria	40	Chartered Accountant	26-Nov-2007	GM- HC and Water Finance	1,46,87,449	90,98,543	14	Oil and Natural Gas Corporation Limited
Sudip Gupta*	60	M.B.B.S. D.I.H.	01-Oct-1986	Head-M&OH-HUL(N&E),UBL,ULNepal	1,60,86,916	1,03,25,349	34	
Sujit Singh Bawa	40	PGDM	28-Jul-2005	General Manager - Integration Lead	1,74,30,886	1,08,05,905	16	Hindustan Cocacola Beverages
Suman Hegde*	42	B.Com, ACA, M.B.A.	01-Jul-2003	VP Finance Europe Supply Chain	1,24,12,151	80,59,689	18	
Sumeet Verma	41	PGDBM	12-Jun-2007	Global HR Director F&R R&D and Foods	1,47,25,375	93,34,912	14	Hewitt Associates
Sundar Mahajan	45	Bachelor of Chemical Engineering	24-Dec-1997	Head - Planning & Technology - Skin, Hair, Ayush & Oral	1,29,18,562	80,23,291	23	
Suresh Nedyedath	53	Bachelor of Science	11-Jan-1989	General Manager R&D F&R South Asia	1,19,46,569	74,87,069	32	
Swapnil Joshi	37	B.E, PGDIE	03-May-2007	Head Customer Service - MT	1,39,99,024	88,12,246	14	
Vandana Suri	43	Post Graduate	25-Jul-2011	VP - BPC South Asia	2,25,52,518	1,30,58,025	10	PepsiCo
Vijay Menon	48	M.S. Chemical Engineering	12-May-1997	General Manager Supply Chain-Merger & Integration	1,76,45,285	1,09,54,516	24	Finolex Industries Limited
Vikas Sabharwal	51	B.E. Mechanical	04-Jan-1993	General Manager Operations - Home Care	2,11,77,114	1,27,59,585	28	VIP Industrial Nashik
Vikram Bahl	50	Master of Business Administration	01-May-2017	GBVP - Nutrition	2,23,59,580	1,26,93,733	1	GlaxoSmithKline Consumer Healthcare Limited
Vipul Chaturvedi	41	B.Tech (IIT-BHU), PGDM (IIM-L)	24-Jan-2006	General Manager - East	1,52,14,220	94,31,385	15	
Vipul Mathur	41	B.Tech., PGDM	05-May-2003	VP - Fabric Care	2,32,26,718	1,34,58,023	18	
Vishal Sarin	43	Master of Business Administration	26-Nov-2009	General Manager - Customer Marketing	1,12,97,458	72,51,536	1	
Viswanathan Veeramani*	37		01-Jan-2020	Global Brand Leader Radiant	18,48,879	15,01,572		
Vivek Singh	42	B.Tech.	01-Jul-1999	General Manager- ManEx, South Asia	1,74,99,533	1,10,05,761	22	
Yelamanchili Sathish	47	B.E in Mechanical Engineering	15-May-2006	Head - Projects & Engineering	1,06,98,175	67,93,750	15	GlaxoSmithKline Consumer Healthcare Limited
Yogesh Mishra	54	B.Tech.	07-Feb-1990	Vice President SC - BPC	2,58,06,392	1,50,05,716	31	

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Yogesh Mulgaonkar*	37	CA, ACMA, CGMA, MBA	02-Nov-2005	Strategy Director	1,06,51,226	71,04,213	16	

\*employed for only part of the year

**Notes:**

- Remuneration Received Gross includes salary, allowances, commission, performance linked variable pay disbursed, taxable value of perquisites and Company's contribution to provident fund. Remuneration Received Net includes Gross Remuneration less income tax, profession tax and employee's contribution to provident fund.
- Remuneration excludes provision for/ contributions to pension, gratuity and leave encashment, special awards payments made in respect of earlier years including those pursuant to settlements during the year, payments made under voluntary retirement schemes and stock options granted. However contributions to pension in respect of employees who have opted for contribution defined scheme has been included.
- Nature of employment is contractual for employees.
- Other terms and conditions as per Company's Rules.
- None of these employees is related to any Director of the Company.
- None of the employees is covered under Rule 5(3)(viii) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 of Section 197 of the Companies Act, 2013.
- Includes certain employees whose salary costs are partly recovered from Group Companies.