

HINDUSTAN UNILEVER LIMITED

ANNEXURE TO THE DIRECTORS' REPORT

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 Directors' Report for the financial year and date 31st March, 2017

Name	Age	Qualification	Date of Employment	Designation /Nature of Duties	Gross (₹)	Net (₹)	Experience	Name of the Last Employer
<i>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</i>								
Sanjiv Mehta	57	B. Com, A.C.A.	10-Oct-13	CEO & MD, HUL and EVP South Asia	141,991,137	90,156,043	25	Unilever Gulf FZE
P.B. Balaji	48	PGDM	01-May-93	CFO - Executive Director Finance & IT	83,447,374	53,042,404	24	Unilever UK Central Resources
Samir Singh	44	PGDM	02-May-97	EVP Skin Cleansing	79,007,931	50,237,020	20	
Alok Joshi	49	B.E.	13-Jun-88	Vice President SC – PC	69,026,682	44,103,287	29	
Neeraj Gupta	48	Ph.D.	05-Jan-98	VP R&D Home Care Asia	63,374,308	40,521,825	19	Unilever
BP Biddappa	50	B.A. (Hons.), PGDM	25-May-92	Executive Director HR	55,951,740	35,424,642	25	A F Ferguson
Geetu Gidwani Verma	51	B. Com, M.B.A.	02-Nov-11	Foods VP, South Asia & India	51,089,927	32,597,551	5	Pepsico India Holdings
Sandeep Kohli*	49	MBA Marketing	05-Jul-93	Executive Director & VP Personal Care	48,534,449	30,963,364	24	
Pradeep Banerjee	58	B.E.	01-Mar-80	VP SC - South Asia	47,673,800	29,972,726	37	
Dev Bajpai	51	B. Com, LLB, FCS	18-May-10	Executive Director Legal & Corporate Affairs and Company Secretary	47,103,733	30,174,912	7	ICICI Ventures Funds Management Company Limited
<i>Details of Employees as per rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (other than those mentioned above)</i>								
Aakriti Chandra	36	B.A. (Hons.), M.A. (PM&IR)	01-Jul-03	General Manager – Reward SA	16,027,001	10,827,429	14	
Aasif Malbari	43	C.A.	01-Jul-99	Group Controller	19,963,344	13,229,138	18	
Aasish Topno*	40	MHRD	22-Nov-10	Unit HR Manager	850,349	656,256	6	ITC
Abhijit Borthakur	49	M.Sc.	11-Nov-91	Procurement Director – Markets, F&R – South Asia & Bangladesh & Sri Lanka	13,890,170	8,929,927	25	
Abhijit Kulkarni*	39	B.E., PGDM	24-Mar-08	Category Director	6,227,886	4,543,175	9	Castrol India Ltd
Abhinav Tyagi	37	PGDM	05-May-03	Head Alliances, Rural, Home Care & Customer Marketing	10,490,103	7,267,152	14	
Abhiroop Chuckarbutty	38	B.A., PGDM	20-Dec-04	Global Brand Leader - Lifebuoy, Core Bars, South Asia, NAME & Africa	13,963,404	9,159,127	12	Colgate Palmolive Ltd
Ajay Lalwani	54	B.Com., ACA, LL.B.	15-Mar-89	Head – Taxation	20,226,938	13,395,548	28	Mahindra Ugine Steel
Alan D Cane*	45	Bachelors Degree in Economics	25-Sep-95	General Manager – P2P Capability Projects	18,194,995	11,582,135	22	Unilever
Amit Agarwal	42	B.E., PGDM	07-Jul-08	Marketing Transition Head , BA	14,405,541	9,573,252	9	Jet Airways
Amlan Mukherjee	50	B.Com.	17-Jan-92	General Manager	13,736,127	9,128,632	25	Methodex Infres Ltd
Anand V Deshpande	58	B.E.	01-Feb-82	Engineering Manager - Process, F&R, Cluster Eng., UE	10,279,024	7,123,551	35	New Standard Eng.
Anandi Shankar	36	M.M.S.	05-Jul-04	GM HR - Customer Development	12,762,976	8,267,716	13	

* employed for only part of the year

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Name	Age	Qualification	Date of Employment	Designation /Nature of Duties	Gross (₹)	Net (₹)	Experience	Name of the Last Employer
Andre Pots*	46	Ph.D.	15-Feb-99	Science & Tech Discovery Director	7,092,754	5,043,202	18	Unilever Netherlands B.V.
Aniket Gandhi	42	M.S.	01-Dec-98	Head of R&D PC Deploy South Asia	14,221,384	9,193,988	18	Shell International – Technology Intern
Anita Bhat Zutshi*	46	M.B.A., Grad CWA	10-Jan-11	VP Financial Control	17,498,175	11,798,916	6	Astra Zeneca Pharma Co. Ltd
Ankush Punj	36	PGDM	05-May-03	General Manager HR – Marketing	14,420,467	9,395,261	14	
Anurag Narang	42	PGDM	01-Feb-01	Global Brand Leader Radiant	20,666,488	13,268,503	16	ICI India Ltd
Arun Neelkantan	36	Post Graduate	01-May-06	National Customer Marketing Manager	11,282,210	7,927,926	11	Newell Rubbermaid
Arun Srinivas*	44	PGDM	01-Aug-01	Regional Category Vice President - Foods, South Asia	22,240,272	7,930,491	16	Reebok India Co.
Asha Gopalakrishnan	42	C.A.	15-Oct-96	General Manager-South Asia SCF	18,465,195	11,966,776	20	Ponds (I) Ltd
Asha Kharga*	43	M.M.S.	11-Feb-08	BD Head, South Asia Beverages	8,967,945	6,393,981	9	Worldwide Media P Ltd
Ashish Gujarati*	39	PGDM	20-Oct-04	GM Supply Planning	6,912,863	4,960,448	12	Marico Industries Ltd.
Ashish Rai	40	B. E., PGDM	01-Mar-06	General Manager	14,269,538	9,230,560	11	Colgate Palmolive (India) Ltd
Ashraf Sami	36	B.B.A.	21-Mar-04	Perfect City Manager	35,025,314	22,655,312	13	American Express Bank
Babu R Venkatesh	43	PGDM	01-Feb-00	General Manager -Brand Development	13,426,917	8,653,312	17	SAP Labs India Ltd
Boishakhi Banerjee	35	PGDM	05-May-04	HRBP - Corporate Functions	13,306,852	8,775,212	13	
Deepak Agarwal*	30	B. Tech Chemical Engineering, IIT Delhi	06-Jul-09	Sr. Supply Planning Manager	8,101,330	5,781,067	8	
Deepak Saksena	57	B. Pharm	14-Sep-09	Head – Partnership	11,808,486	7,719,476	8	Academy for Educational Developers
Deepika Khattar	36	Post Graduate	03-Oct-05	Brand Development Category Head - Hair	12,672,416	8,244,401	12	Pepsico India Holding (Frito L)
Dhanraj Chokappa*	56	Ph.D.	16-Apr-90	SSG Physical Sciences & Site Operations Leader	10,631,116	6,939,544	27	Cornell University
Dheeraj Arora	41	M.E.	12-Apr-04	Vice President – Modern Trade and e-commerce	20,538,534	13,183,004	13	Britannia Industries Ltd.
Dinesh Thapar	42	B.Com (Hons.), F.C.A, A.I.C.W.A	28-Sep-98	VP Finance - PC & IR	21,207,924	13,649,174	19	Unilever US
Dr. A Sivkumar	52	Ph.D.	15-Sep-01	Head R&D, Global Platforms & Skin Cleansing South Asia	18,932,062	12,068,979	16	Nalco Chemical Company
Dr. Anisha Pargal	59	Ph.D.	03-Oct-00	Head, Clinicals	11,807,255	8,502,580	17	AstraZeneca Pharma Co. Ltd
Dr. Jayaraman Sujatha	46	Ph. D.	15-Mar-01	Refreshment R&D Lead SA/ Africa	12,511,073	8,100,706	16	Prof. Alan S. Verjman
Dr. Skand Saksena	49	B. Tech, Ph. D.	15-May-97	General Manager - R&D	14,614,497	9,774,804	20	Genentech, Inc
Dr. Sudip Gupta	56	M.B.B.S. D.I.H.	01-Oct-86	Head–M&OH–HUL(N&E),UBL, UL Nepal	14,180,654	9,173,358	31	Calcutta National Medical

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Name	Age	Qualification	Date of Employment	Designation /Nature of Duties	Gross (₹)	Net (₹)	Experience	Name of the Last Employer
Dr. Vibhav Ramrao Sanzgiri	47	M.Sc., Ph.D.	01-Sep-97	VP R&D Skin Cleansing and PC Deploy N. America & S. Asia	20,808,781	13,246,594	20	
Friedrich Daum*	56	Chemical Engineering	01-Jul-88	Engineering Manager - Refrigeration , GEC	7,946,869	5,618,030	29	Unilever
G Krishnan	48	Post Graduate Diploma	02-May-92	Head - Consumer Cluster	11,245,328	7,399,477	25	
Gary Gabbini*	61	PGDM	19-Dec-08	Audit Transition Manager	3,061,929	2,260,661	8	Unilever UKCR
Gaurav Bhatnagar	36	PGDM	02-May-05	General Manager	11,596,514	8,213,584	12	
Gaurav Datta*	37	PGDM	01-May-03	Category Strategy Director Hair	11,850,872	8,570,043	14	
Gaurav Jeet Singh	45	PGDM	05-May-08	Local Media Director	10,290,282	7,332,384	9	Unique Transport Hyderabad
Gaurav Mediratta	41	B.Sc.	03-Sep-01	Sr. Legal Counsel	14,302,458	9,340,321	16	
Gaurav Pande*	39	PGDM	12-Apr-04	General Manager - Packaged Foods	7,035,763	5,069,659	13	
Geerard Irudayaraj A F	50	PGDM	31-Mar-93	GM-Customer Service & Logistics	15,253,643	9,957,163	24	BPL Systems
Geetika Mehta	36	PGDM	05-May-03	Category Head, HHC South Asia	15,048,022	9,779,825	14	
George Tharayathu Koshy	40	B.Com	14-Jul-04	Global Band Leader, Lifebuoy	12,723,451	8,206,615	13	Marico Industries Ltd.
Girish Anantharaman*	47	PGDM	29-Aug-11	General Manager-Foods & Refreshments	15,834,580	10,450,334	6	Bhabha Atomic Research Centre
Gurpreet Singh Kohli	41	B. Tech.	01-Jul-97	Global Program Leader, Powders Design and DiGLLeader	18,677,513	12,385,245	20	
Harman Dhillon	37	MBA Marketing	28-Aug-06	GM Marketing - Skin Cleansing	9,389,313	6,607,709	11	TAS
Hemant Badri	39	B.E, PGDIE (NITIE), CPIM, CSCP	16-Aug-10	GM - Planning Excellence	17,442,346	11,261,095	7	Kirloskar Oil Engines Pvt. Ltd
Herjit Bhalla*	40	PGDM	01-Jun-00	General Manager	8,965,514	6,223,283	17	International Bestfoods Ltd. ITC
Himanshu Kanwar	36	PGDM	10-May-06	Head - Tea Innovation	10,332,972	7,238,491	11	
Ian Howell*	49	Ph.D.	01-Feb-93	High Value Materials Leader	9,019,404	6,354,185	24	Unilever UK
Inderpreet Singh	37	PGDM	05-May-03	Head - Brand Development	14,178,488	9,189,413	14	
Ismail Ahmad*	41	M.E.	06-Sep-00	PC Technology Deploy Manager SEAA & NA	6,891,754	4,906,789	17	Unilever Indonesia
John Stewart*	59	Ph.D.	13-Feb-92	Group PC Technology Leader South Asia	17,507,483	11,206,995	25	United Kingdom Atomic Energy Authority/ AEA Technology
Julia Nocker	30	Master of Corporate Finance (Edhec University), CIMA qualified	13-Sep-10	Sr. Finance Manager - Personal Care	12,786,362	8,275,582	7	Unilever UK

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K Ganesh	56	B.Com.(Hons), ACA	01-Nov-90	GM - Corporate Real Estate	17,987,303	11,495,424	26	Capital Trust Ltd
K Gokulan	54	M.Sc. Chemistry, M Inst. Pkg., IOP, UK	01-Jan-87	Head - Water Supply Chain	16,228,976	10,512,233	30	Ponds (India) Limited, Britannia Industries Ltd.
K Mitash*	34	Diploma	02-Nov-09	Global DTC Director	2,484,912	1,901,930	7	Cadbury India Ltd
K Shivaram- akrishnan	43	B.E. (Hons.), PGDM	01-Aug-00	GM - Beverages	17,673,355	11,604,808	17	Pepsico India Holdings Ltd
K. V.S Murthy	44	M.Sc.	14-Jan-98	Sr. Product Development Manager	10,400,166	7,365,623	19	
Kanika Kalra*	36	PGDM	24-Mar-08	Global Brand Leader - FAL	1,590,675	1,300,297	9	Pepsico
Kannan Ganeshan*	38	I.C.M.A.	02-Dec-02	GM - Finance, Sales & CD	6,464,424	4,502,202	14	Johnson & Johnson Medical
Kavita Jain*	44	B.E., PGDM	01-Mar-07	MCO SC Director	5,077,727	3,731,058	10	Johnson & Johnson Medical
Kedar Lele	42	M.B.A	05-Apr-04	Vice President	25,074,278	16,014,334	13	Monster.com
Krishna Satyendu	42	PGDM	22-Mar-04	Head, Consumer Cluster	10,774,372	7,490,973	13	Gujarat Co-op. Milk Marketing. Fed.
Krishnan Sundaram	39	M.B.A	02-May-00	VP-Marketing Operations, HPC & Foods, SA	20,472,431	12,940,776	17	
Kunal Sharma*	37	PGDM	23-Apr-07	HR Director	6,160,667	4,917,534	10	ICICI Prudential
Madalasa Mohanty	44	M.E.	03-Aug-98	Head of Global R&D Design Close Up	11,451,885	7,634,676	19	
Mani Balaji*	34	CA, ACMA & GCMA	02-Nov-05	Head ZBB	3,002,702	2,274,152		
Manish Gangopadhyay	48	M.E.	01-Apr-96	Head RDC Hair South Asia	10,290,361	7,173,769	21	
Manisha Makhijani	45	B.E., PGDM	05-Nov-03	CMI General Manager	12,766,507	8,236,273	13	Unilever
Meena Rajan	46	B.E., M.S.	03-Feb-97	RDC Lead Laundry SA, Radiant	14,887,961	9,774,775	20	Reliance Industries Ltd.
Meeta Singh	46	B.Sc., PCSB	03-Feb-03	General Manager Sustainability	15,501,900	10,428,340	14	MTV India
Mizanur Rashid	46	M.B.A.	10-Jul-02	General Manager	30,744,707	19,409,007	15	British American Tobacco, BGD
Mohit Sud	39	B.E., PGDM	05-May-04	General Manager	10,857,512	8,124,999	13	Infosys
Mukesh Gupta*	35	C.A., Certified Internal Auditor	20-Dec-06	Head - Refreshments Finance	5,520,936	3,864,871	10	Hindustan Petroleum Corp
Munish Nandwani*	42	PGDM (NITIE)	03-Jan-05	GM Supply Planning	16,489,103	10,879,786	12	J&J
Nimeshika Gurrswamy	34	B.Com., A.C.A.	22-Nov-04	Senior Audit Manager	12,207,175	7,952,672	12	
P Jagadish*	51	B. Tech	16-Jul-91	Design & Cost Engineering HPC Head	7,977,984	5,843,956	26	Kochi Refineries Limited
P R Pradhan	53	PGDM	04-Jan-93	HD, Corp. Comm.	19,026,486	12,229,255	24	Hindustan Petroleum
Pallavi Bakshi	41	Diploma in Hu- man Resource	01-Sep-04	GM Leadership Development - SA	15,882,258	10,184,102	13	Unilever
Pavanjit Singh Bedi	39	B. Arch., PGDM	05-May-03	Global Brand Leader - FAL	16,755,030	10,831,092	14	

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Pawan Chaturvedi	38	C.A.	18-Feb-08	General Manager - Asia, Investments	15,481,373	10,293,333	9	Nokai India Pvt. Ltd.
Pereira Sharon	55	Masters	15-Jul-02	Head of Regional Advertising Production Asia-Amet	13,961,439	9,047,274	15	Enterprise Nexus
Prabha Narasimhan	44	PGDM	01-Aug-07	VP Brand Building & Skincare	34,348,383	22,030,507	10	Madura Garments
Pradeep Nair*	52	B.Sc., PG Packaging Technology	01-Jul-96	Procurement Manager – 3PM, South Asia	9,048,047	6,248,664	21	Godfrey Philipps India Limited
Pragya Sharma*	36	PGDM	20-Sep-04	Global Brand Director	11,203,090	7,498,009	13	Perfetti Van Melle (I) Pvt.Ltd
Prashant Kurani	46	PG in Packaging Technology	19-Dec-06	Packaging Development Manager	13,314,768	8,774,254	10	General Mills
Prashant Premrajka	39	PGDM	05-May-03	GM - Finance, Foods	12,888,886	8,704,519	14	
Priya Nair	45	B. Com, PGDM	01-Aug-95	Executive Director & VP - Home Care	44,103,494	28,057,833	22	Indica
Priyadharshana Ekanayake*	46	ACMA, CGMA	01-Feb-92	National Finance Director	8,730,695	6,151,652	25	Unilever Asia Private Limited
Punit Misra*	46	B.E. (Hons.), PGDM	02-Sep-96	ED - Sales & Customer Development	16,271,950	10,671,609	21	The Tata Iron and Steel company, Tata Administrative Servs.
Purnima Lamba	41	M.Sc.	25-Feb-02	Head Innovation – Lakme	21,576,830	14,708,311	15	Consultant-Sangam Direct, Hindustan Lever Limited
R Muthusubramanian	47	Masters Diploma in Packaging Technology	01-Apr-93	Asia Flexibles Sustainability Project Leader	15,354,389	10,150,664	24	Ranbaxy
Rajarshi Saikia	37	M.B.A	05-May-04	Category Head – Coffee	13,648,475	9,047,598	13	
Rajeev Batra	59	M.B.A., Advanced Diploma in Management Research (Enterprise Management)	01-Dec-10	GM - Corporate Affairs Delhi	15,113,502	9,930,718	6	Asian Paints
Ramesh Krishnamurthy*	50	B.E., PGDM	15-Nov-99	Procurement Director – Markets, South Africa	12,211,803	8,117,031	17	Marico India Ltd.
Rohit Bhasin	41	B.E., PGDM	04-May-98	GBVP Fair & Lovely	34,636,806	22,910,495	19	
Ruhul Khan*	43	B. Tech.	01-Sep-96	General Factory Manager	7,178,101	5,104,723	21	
Rupesh Kumar Agarwal*	46		12-May-03	Procurement Director – Markets, HPC – South Asia & India, Pakistan & Nepal	11,588,554	7,527,984	14	Asian Paints
S K Harlalka	53	B. Tech.	02-Jan-91	Head SHE - South Asia	16,502,077	10,652,641	26	Bharat Electronics
Samir Nagpal*	47	Master - Other Science	18-Apr-11	SEAA Engineering Director	28,180,672	18,287,853	6	Worley Parsons China
Sandeep Tanwani	42	B.E., PGDM	05-May-03	Regional Brand Leader DiG & Everyman SA	15,083,067	9,951,806	14	Reliance Industries Ltd

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Sanjiv Chatterjee	52	B.Com.(Hons)	15-Jul-88	GMO - Refreshments (South Asia)	16,173,868	10,846,084	29	G.T.C Ltd. / Poly products
Sanmukha Rao Guniti	37	PGDM	21-May-07	Factory Manager	10,478,929	7,484,260	10	Asian Paints
Satish Kumar Goel*	53	Ph.D. , PGDM	15-Dec-93	Head R&D PC Deploy SA	5,274,412	3,879,343	23	University Of Pittsburgh
Shaweta Pandey*	45	B. Pharm, M.A. (PM&IR)	09-Jul-01	HRBP Manager	10,581,850	7,570,587	16	Eily Lilly Ranbaxy Limited
Shivam Puri	38	B. Tech, PGDM	12-Oct-04	General Manager – Water	13,038,172	9,076,903	12	ITC Ltd.
Shruti Thakar*	37	M.A. (PM&IR)	23-Jun-08	Learning & Talent Manager, Ind	869,548	768,649	9	Citi Bank
Singaravelu Chandrasekaran	43	B.E.	20-Jun-96	Factory Manager	10,295,551	7,138,763	21	
Srikanth Batni	50	B.E., PGDM	08-Oct-09	GM-Global CD & Service	10,346,184	7,660,932	7	Godrej & Boyce
Srinandan Sundaram	42	PGDM	03-May-99	Executive Director- Sales & Customer Development	30,147,877	19,443,054	18	Reliance Industries Ltd
Srirup Mitra	35	B.A. (Hons. - Economics)	01-Jul-03	General Manager, Hair	15,305,360	9,901,911	14	
Sudhir Sitapati	41	PGDM	01-Jul-99	VP Refreshment South Asia	30,697,952	19,377,815	18	
Suhas Dantes	59	B. com, BGL, CS and ICWA	27-Nov-78	SC PC Program Manager Lifebuoy	14,332,291	9,313,662	38	
Sujit Bawa	37	PGDM	28-Jul-05	General Manager	13,106,502	8,792,880	12	Hindustan Coca Cola Beverages
Suman Hegde	38	B.Com, ACA, M.B.A.	01-Jul-03	General Manager - Home Care & Water Finance	18,018,203	11,837,469	14	
Sumeet Verma*	37	B.A., PGDM	12-Jun-07	Director-HR & Corp Relations	9,191,252	6,539,584	10	Hewitt Associates
Sumit Mathur	38	B. Tech., PGDM	05-May-03	Gen. Sales & Customer Development Manager	14,107,553	9,199,304	14	
Sumit Sen	55	PGD - Social Work (Labour)	02-May-91	General Manager HR - Employee Relations	19,579,243	12,603,265	26	Jute Divison of M/S.H.Development Corp. Ltd
Supriya Dang	40	B.Com, M.M.S.	06-Mar-06	Head CTI – Laundry	15,021,883	9,830,604	11	Synovate India
Suyash Chauhan*	40	M.B.A., PGDM, PGDBA	22-Apr-03	MD - Nepal Lever	14,816,349	9,563,028	14	Swasti Paridhanam
Tim Van Es	35	Bachelor's Degree - Business, Technical Diploma	14-Jan-13	Brand Manager	12,414,283	8,169,599	4	Unilever Australia
Udit Dugar	39	Post Graduate	16-Apr-07	General Manager -Water	16,191,163	10,814,067	10	Infosys Consulting
V Hariharan	49	B.Com, AICWA, CMA	18-Nov-91	Head-Control Assurance & Finance Program	14,225,661	9,221,164	25	Hotel Shrelekha Inter Continental Ltd
V Viswanathan	34	PGDM	05-May-08	Regional Brand Manager, FAL	11,582,361	8,179,824	9	
Vandana Shivratn Sharma*	36	Post Graduate	15-Nov-06	Senior CMI Manager - F&R Lead	1,115,920	790,508	10	The Nielson Company

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Venkatesan Natarajan	50	B. Tech	03-Jun-96	Head, Global Specifications Home Care	11,313,051	8,286,949	21	Herdillia Chemicals Ltd
Venu Madhavan Srinivasan*	49	B. Tech	04-Jun-07	Engineering Manager – Process, PC	8,277,802	5,949,336	10	Hindustan Coca Cola Beverages
Venugopal Vijayakrishnan*	51	Ph. D	01-Mar-97	Head of Global R&D Design & Water	23,320,791	14,871,765	20	Unilever
Vijay Menon	44	M.S.	12-May-97	Cluster Quality Head (South Asia)	14,013,928	9,356,663	20	Finolex Industries Limited
Vijaykumar Kannan	37	Masters Degree - Systems	01-Dec-04	General Manager - IT	13,769,214	9,015,693	12	Unilever
Vikas Bansal *	41	B. Sc., M.B.A.	12-Jun-06	HR Business Partner	4,643,312	3,267,515	11	Dr. Reddy's Labs
Vikas Gupta*	42	PGDM	04-May-98	Category VP	20,644,473	13,230,451	19	Unilever
Vikas Sabharwal	48	B.E.	04-Jan-93	Engineering Head, Cluster, South Asia	19,420,775	12,467,613	24	VIP Industrial Nashik
Vipul Mathur	38	B.Tech., PGDM	05-May-03	Category Head Mass Laundry, Mobile & Rural	15,804,531	10,194,783	14	
Vivek Kumar Singh	39	B.Tech.	01-Jul-99	ManEx Head - South Asia	13,797,132	9,186,965	18	
Yogesh Mishra	50	B.Tech.	07-Feb-90	General Manager Home Care	16,381,884	10,616,821	27	Atul Refinery
Yuri Jain	55	B.Tech., PGDM	02-May-86	Vice President - Water	44,506,196	28,083,440	31	Unilever PLC UK

* employed for only part of the year

- 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 employees 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