

ANNEXURE TO DIRECTORS' REPORT

Information as per Section 197(12) 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, 2023

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

Name	Age	Qualification	Date of Employment	Designation /Nature Of Duties	Gross (in ₹)	Experience in Years	Name of the Previous Employer
Sanjiv Mehta	62	B. Com, A.C.A.	01.10.1992	Chief Executive Officer & Managing Director	223,580,222	30	Unilever Gulf FZE
Madhusudhan Rao Rupanagudi	57	B.E., MBA certification IIM Bangalore	01.09.1991	Executive Director, Beauty & Personal Care	137,986,797	31	
Dev Bajpai	57	B. Com, LLB, FCS	18.05.2010	Executive Director, Legal & Corporate Affairs and Company Secretary	94,627,542	12	ICICI Ventures Funds Management Company Limited
Srinandan Sundaram	47	PGDM	03.05.1999	Executive Director, Foods & Refreshment	89,327,467	23	
BP Biddappa*	56	B.A. (Hons), PGDM	25.05.1992	Chief HR Officer, Global Home Care & Head - Global Employee Relation Human Resources	80,780,107	30	A F Ferguson
Kedar Lele	47	MBA, Strategic Marketing & Operations	05.04.2004	Executive Director, Customer Development	80,597,008	19	Monster.com
Ritesh Tiwari	47	A.C.A, CMA	29.11.1999	Executive Director, Finance & IT and Chief Financial Officer	74,936,755	23	
Anuradha Razdan	46	Graduate in Economics and MBA in Human Resources	03.05.1999	Executive Director, Human Resources	74,108,347	23	
Deepak Subramanian*	48	B.A. Hons. in economics (St. Stephen)	03.07.1995	Executive Director, Home Care	73,038,857	28	
Wilhelmus Uijen*	47	MSc. Applied Physics	01.09.1999	Executive Director, Supply Chain	70,410,740	23	Unilever Head Office UK, London

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

Name	Age	Qualification	Date of Employment	Designation /Nature Of Duties	Gross (in ₹)	Experience in Years	Name of the Previous Employer
Priya Nair*	51	B. Com, PGDM	01.08.1995	Executive Director & EVP Beauty Personal Care	49,132,758	27	Indica
Yogesh Mishra	56	B.Tech	07.02.1990	Executive Director, Supply Chain	44,560,710	33	
Krishnan Sundaram	45	MBA	02.05.2000	Nutrition South Asia Functional Nutrition Business Head	41,792,469	22	
Rajat Arora*#	42	ME	22.07.2005	Home Care R&D Head of South Asia & Asia	41,329,236	1	
Harman Dhillon	43	MBA (FMS Delhi), B.COM Hons. (Shri Ram College of Commerce)	28.08.2006	Beauty & Wellbeing India Skin Care Head	39,209,241	16	TAS (Tata Administrative Services, Tata Sons)
Srirup Mitra	41	B.A. Hons - Economics	01.07.2003	Head Skin Cleansing India and PC BSpan	35,674,960	19	

Name	Age	Qualification	Date of Employment	Designation /Nature Of Duties	Gross (in ₹)	Experience in Years	Name of the Previous Employer
Ashish Rai [#]	46	B.E., MBA	01.03.2006	VP for B2B eCommerce and RTM	35,553,961	17	Colgate Palmolive India Limited
K Shivaramakrishnan	48	B.E. (Hons), PGDM	01.08.2000	Nutrition South Asia Foods & Beverages Head	34,415,194	22	PepsiCo India Holdings Ltd
Asha Gopalakrishnan	48	C.A.	15.10.1996	Head of Finance - Global Reward	33,230,113	26	Ponds (I) Ltd
Vandana Suri [#]	45	Post Graduate	25.07.2011	Ponds Global Brand Lead	32,953,059	11	PepsiCo
Vipul Mathur	43	B.Tech., PGDM	05.05.2003	Vice President - Modern Trade and eCommerce	32,707,627	19	
Arun Neelakantan	42	Post Graduate	01.05.2006	Head Digital Transformation and Growth - South Asia	29,961,798	17	
Mohit Sud	44	B.E., PGDM	05.05.2004	Home Care India Fabric Cleaning Head	29,871,570	18	Infosys Technologies Limited
Mandeep Singh Tuli*	49	B.E., MBA - Finance	01.07.1997	Procurement Head - Nutrition & Ice Cream South Asia	29,743,846	25	
Kavita Jain	50	B.E., MBA	01.03.2007	VP Nutrition & Ice Cream - South Asia	29,054,024	16	
Amaan Khan	49	MBA	30.10.2015	Nutrition South Asia Function Nutrition Global Brand Head	28,472,818	7	GlaxoSmithKline Consumer Healthcare Limited
Ashish Naresh Mishra	51	MBBS, M.D.	01.03.2021	Chief Health & Wellbeing Officer, South Asia	28,422,492	2	Dow Chemical International Pvt. Ltd. Health Director – Europe, Middle East, Africa & India, Dow Inclusion & Diversity Leader, Dow, India
Sandeep Tanwani [#]	48	B.E., PGDM	05.05.2003	Home Care South Asia Innovation Head- Fabric Care	28,016,514	20	Reliance Industries Limited
Nitesh Priyadarshi	50	MBA	17.04.2006	Head CMI South Asia and The HIVE	27,910,405	17	Nielsen
Prashant Premrajka	44	PGDM	05.05.2003	Nutrition & Ice Cream South Asia Finance Head	27,685,728	20	
Devashish Dasgupta	57	C.A.	01.09.2017	Head - Government & Corporate Affairs	25,893,445	5	GlaxoSmithKline Consumer Healthcare Limited
Shikha Gupta	46	CA, MSc (Finance)	19.03.2018	GM - Taxation	25,778,003	5	Novartis India Limited
Anandi Shankar	41	M.M.S.	05.07.2004	Beauty & Wellbeing and Personal Care BU HR Head, South Asia	25,710,185	18	
Pavanjit Bedi [#]	45	MBA	05.05.2003	Glow and Lovely Global Brand Lead	25,591,296	20	
Ashwath Swaminathan	41	BSc Physics, PDGCM	17.07.2006	Personal Care India Oral and Deos Head	25,168,336	16	TNS India Pvt Ltd
Padmanabhan Seetharam Nurani [#]	50	B. Tech (Chemical Engineering)	07.07.1994	B&W Skincare Innovation Lead	24,589,417	28	Unilever Thai Services Limited, Bangkok
Prasad Pradhan	58	PGDM	04.01.1993	South Asia Head of C&CA	24,584,908	30	Hindustan Petroleum Corporation Ltd.
Surabhi Mehrotra*	45	B.ACC	11.09.2006	GM Control Assurance, South Asia	24,504,512	16	
Arun Mishra [#]	45	MSc	01.03.2016	Beauty & Wellbeing Head of Regulatory Affairs	24,462,091	7	GlaxoSmithKline Consumer Healthcare Limited
Sujatha Jayaraman	52	Ph.D.	15.03.2001	Nutrition South Asia & Indonesia Head of R&D -Beverage	24,451,878	22	Tata Retail Enterprises (TRENT)
Tejas Apte	38	B.Com	14.03.2011	Media Head, South Asia	24,387,419	12	

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Vikram Bahl*	52	MBA	01.05.2017	Nutrition South Asia - Special Projects	24,189,960	6	GlaxoSmithKline Consumer Healthcare Limited
Vikas Sabharwal	53	B.E.	04.01.1993	Home Care South Asia Supply Chain Head	23,921,739	30	VIP Industrial Nashik
Satyendu Krishna	47	PGDM	22.03.2004	General Manager - CD Centre of Excellence	23,638,021	19	Gujarat Co-operative Milk Mktng. Fed.
Ravishankar Ambalaparambil	41	B. Tech, PGDM	03.07.2006	GM Group Controller and Head IR	23,412,324	16	
Sejal Haribhakti Mody	43	B.B.A	04.05.2020	Supply Chain & Legal HR Head, South Asia	23,407,434	3	Disney India Private Limited
Sanjay Harlalka	58	B. Tech.	02.01.1991	GM Plastics and Network Design	23,094,900	32	Reliance Industries Limited
Kallol Mukherjee	40	B. Tech Hons – Mechanical	04.07.2005	Procurement Head - Home Care, B&W, PC, CM & Logistics South Asia	22,792,429	17	
Shilpa Puskarlal Kedia	41	A.C.A	07.07.2021	GM Mergers and Acquisitions, Treasury and Insurance	22,259,672	1	Johnson & Johnson Private Limited
Vijay Menon#	50	MSc	12.05.1997	Personal Care Long Term Planning Lead	22,206,155	26	Finolex Industries Limited
Deepak Endley	51	MBA	29.10.2007	HFD integration, PLI and Advocacy Head	22,156,285	15	GlaxoSmithKline Consumer Healthcare Limited
Aniket Gandhi#	47	M.Sc	01.12.1998	Beauty and Wellbeing South Asia Head of R&D	21,825,431	24	
Pawan Chaturvedi	43	C.A.	18.02.2008	Head-Asia, Unilever Ventures	21,715,416	15	Nokia
Sumati Mattu Koul	48	MBA	18.05.2021	Beauty & Wellbeing India Lakme Innovation Head	21,592,680	1	Tata Retail Enterprises (TRENT)
Kabir Gossain	44	PGDBM, B.E.	10.10.2005	General Manager - Customer Marketing	21,303,066	17	Cadbury India
Boishakhi Banerjee#	40	PGDM	05.05.2004	WATER & AIR WELLNESS - HR Head	21,209,822	19	
Gajendra Pal Singh	56	B.Tech, MBA	05.02.1990	Factory Manager Nabha	20,785,359	33	Super Cosmetics P Ltd
Akhilesh Kumar Yadav	42	B.Tech	01.07.2003	South Asia Supply Chain Manex Head	20,663,292	19	
Ananthasubramanian Sivakumar#	58	Ph.D.	15.09.2001	General Manager Regulatory Affairs South Asia & Global Home Care	20,522,633	21	Nalco Chemical Company, Chicago, USA
Gerard Anthuan Irudayaraj*	56	Masters in Business Administration	31.03.1993	VP - Customer Service, Logistics and Supply Chain Transformation, South Asia	20,480,977	30	
Ankush Punj#	42	PGDM	05.05.2003	General Manager - Compass Organisation and Transformation	20,377,738	20	
Manish Syag	43	MBA	01.05.2004	General Manager - South	19,948,653	19	GlaxoSmithKline Consumer Healthcare Limited
Nikhil Jacob	39	B.E. Electronics, PGDCM	03.05.2007	Beverages Brand Development India Head	19,915,900	16	
Anila Vinayak	50	PGPDM- IIM Bangalore	31.01.2011	Beauty & Wellbeing and Personal Care South Asia CMI Head	19,898,483	12	
Meena Rajan#	51	B.E., M.S.	03.02.1997	Technology Head - Bars, South Asia	19,666,121	26	
Vipul Chaturvedi	43	B.Tech, PGDM	24.01.2006	General Manager - East	19,657,799	17	
Alok Joshi*	54	B.E.	13.06.1988	VP - Customer Service, Logistics and Supply Chain Transformation, South Asia	19,281,810	34	
Sundar Mahajan	47	B.E.	24.12.1997	Head of Supply Chain - Beauty & Wellbeing	19,256,159	25	

Name	Age	Qualification	Date of Employment	Designation /Nature Of Duties	Gross (in ₹)	Experience in Years	Name of the Previous Employer
Ankush Wadehra	41	B.Tech, MBA	08.11.2011	General Manager - North	19,149,518	11	
Krishnan G	53	Post Graduate Diploma	02.05.1992	GM - CD Transformation & Pharma	19,009,689	30	
Jyoti Samajpati [#]	41	MBA	02.04.2007	Global Brand Head, Oral Care	18,900,943	16	Marico
Shabber Badshah	39	B.Tech, MBA	18.05.2015	Head Supply Chain - Personal Care	18,308,563	7	Accenture Consulting
Gaurav Chugh	40	B.E. Mechanical, Post Graduate Diploma in Industrial Engineering	28.03.2011	General Manager - Demand Planning and Excellence	18,052,913	12	Olam International Limited, Singapore
Ashwani Kumar [#]	49	B. Tech, MBA	21.04.2003	CMI Head HIVE	17,946,451	20	IMRB Mumbai
Sunanda Khaitan	41	MBA	01.11.2006	GM, Innovations Lakme	17,860,048	16	Hewitt Associates
Anjali Rai	47	MBA/ PGDM	23.03.2009	Business Strategy & Digital transformation South Asia	17,732,786	14	Kimberly - Clark
Aditya Kasyap [#]	38	B.Tech (Hons.) and PGDM, IIM Bangalore	03.02.2020	Home Care India Home & Hygiene Head	17,373,103	3	
Mallika Mutreja	36	M.A (HRM & LR)	06.07.2009	Reward Head and Finance HR Head, South Asia	17,295,307	13	
Shweta Dalal [#]	42	PGDM in Marketing and B.Tech.	12.09.2011	Global Brand Head - Pears & Dove	17,271,571	11	Loreal India Private Limited
Yelamanchili Sathish	49	B.E in Mechanical Engineering	15.05.2006	Factory Manager Sumerpur	17,226,102	16	GlaxoSmithKline Consumer Healthcare Limited
Amit Agarwal	42	Higher Diploma in Education (Post Graduate) - Accounting	01.09.2006	GM CD Finance	17,130,929	16	
Mukti Hariharan	41	A.C.A, PGP in Management (MBA)	18.12.2018	Home Care South Asia Finance Head	17,107,504	4	Benette & Coleman
Avinava Banerjee [#]	44	B.E.	06.09.2010	Global Smart Data Lead	17,102,837	12	
Abhishek Thard	43	B.E. and PGDBM	11.09.2006	Beauty and Wellbeing Head of CSP	17,091,971	16	Cadbury India
Mukesh Manohar Pawar	41	PGDM	02.05.2005	Core Functional Nutrition India Head	17,048,569	18	
Chandrasekaran Singaravelu	49	B.E.	20.06.1996	Head, HC SUIT & Planning	16,987,318	26	
Ashita Mittal	42	B.E., PGDM	23.09.2019	Factory Manager	16,975,882	3	Johnson & Johnson Private Limited
Isha Dalal	37	MBA	14.12.2021	GM Finance FET	16,895,487	1	Multiple Alternate Assest Management
Manish Gangopadhyay ^{**}	53	M.E.	01.04.1996		16,793,941	27	
Tamara Hussain	36	MBA	01.11.2021	Finance Lead - Nutrition Supply Chain	16,660,466	1	
Rahul Jain	48	Graduate	26.08.1997	General Manager- CSA (OTC-OHC)	16,600,995	25	
Chintan Dholakia	38	Post graduation / MBA IIM Lucknow	04.05.2009	Foods & UFS India Head	16,499,391	14	
Chandan Agarwal [#]	40	Doctor of Philosophy	14.03.2011	CMI Head PDC & Predictive Analytics, Personal Care	16,421,992	12	
Navneet Mehta [#]	56	B.E.	31.03.2014	Global Quality Head F&R	16,244,706	9	GlaxoSmithKline Consumer Healthcare Limited
Manish Makhijani ^{**}	50	B.E., PGDM	05.11.2003	CMI General Manager	16,201,547	19	Synovate India (now Ipsos India)
Shruti Kashyap Arora	40	Post Graduate	08.05.2006	Geography IT Head, South Asia	16,046,739	17	

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Sanjib Dey	38	B.Tech	01.07.2008	Cluster Head - Haridwar	15,845,018	14	
Amitabh Goutam	48	Masters in Personnel Management (MPM)	15.04.1998	Employee Relations Head, South Asia	15,703,812	24	
Ashwini Rao	36	Master of Management	03.05.2010	Home Care dCommerce Lead & Head of Fabric Care Liquids	15,700,726	13	
Siddhartha Shankar Nandy	48	B.E.	02.09.1996	Factory Manager, Pondicherry HPC Factory	15,578,145	26	
Mathan Raj	42	Masters Human Resources Management	15.09.2008	Customer Development HR Head, India	15,119,124	14	GlaxoSmithKline Consumer Healthcare Limited
Brijesh Das	48	MBA	16.02.1996	General Manager - CnC & IB	15,071,704	27	
Vishal Sarin	45	MBA	26.11.2009	General Manager - Central	15,071,117	13	
Prashant Vijay Shinde	38	PGDM	06.12.2021	General Manager - Experts Channel	14,993,187	1	Abbott Healthcare Private Limited
Jagadish P*	56	B.Tech.	16.07.1991	Nutrition Supply Chain Engineering	14,874,178	31	Cochin Refineries Ltd. - Kerala
Chinmay Thattey	36	Post Graduate Diploma in Business Management	03.05.2010	General Manager - West	14,580,502	12	
Swapnil Joshi*	39	B.E, PGDIE	03.05.2007	Planning Head - Haircare	14,372,130	16	
Amit Mehta	36	MBA	03.05.2010	Home Care BU HR Head and Leadership Development Head, South Asia	14,348,623	13	
Anand Shetty#	50	MSc, LLB, Regd. Patent Agent	01.01.2001	Sr Patents Attorney	14,324,799	22	Reliance Silicones India Private Limited
Hariram Govind	47	B.com	22.02.2007	Factory Manager	14,198,778	16	Harrisons Malayalam Ltd.
Narayan Anantha Subramony#	56	B.Tech, Ph.D	01.04.1996	General Manager- Patents Attorney	14,123,645	27	Indian Institute of Petroleum, Dehra Dun
Aviral Chopra	36	B.Tech	06.07.2009	Head Fulfilment Operations - East and Central	14,058,027	13	
Raghav Gupta	45	MBA	01.05.2004	Consumer Cluster Head	14,053,728	19	
Priyanka Verma	38	MBA	04.05.2009	Adult & High Science Functional Nutrition India Head	14,048,696	14	
Rakesh Thakur	47	Masters	16.05.2019	GM Supply Chain Finance, India	13,935,600	3	GlaxoSmithKline Consumer Healthcare Limited
Suman Kumar Bhattacharya#	43	B.Sc (Chemistry), B.Tech (Chemical Engg.), LLB	02.08.2004	GM - Patents	13,853,096	18	
Ansu Archana	38	B.Pharm & MBA	25.02.2019	Procurement Head - Beauty & Wellbeing, Collaborative Manufacturing and Logistics, South Asia	13,801,545	4	Glenmark Pharmaceutical Europe Limited
Guntas Randhawa	39	MBA	04.05.2009	Head, VMS	13,695,433	13	
Dhyan Aery*	54	Bachelor	15.07.1991	Head - Supply Chain Nutrition	13,572,655	31	GlaxoSmithKline Consumer Healthcare Limited
Nityanand Natarajan	49	B.E. - Mechanical Engineering	20.01.2014	Factory Manager - Rajahmundry	13,426,277	9	GlaxoSmithKline Consumer Healthcare Limited

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Deepa Dey	56	M.A.	03.06.2013	Nutrition South Asia Communication Head	13,391,291	9	GlaxoSmithKline Consumer Healthcare Limited
Sneha Saraf	38	Master of Management	30.12.2015	National Head- Sales Capability	13,368,000	7	
Maya Ganapathy	39	B.Tech	08.11.2011	Ice Cream India Head	13,324,557	11	
Swagata Sharma	37	B.A. (Hons.) in Economics; MSc. Economics	01.07.2008	Executive Assistant to Chairman and MD, HUL	13,314,059	14	Unilever, Singapore
Manoj Pareek	47	MBA	16.12.2010	Head R&D HFD & Site Leader Gurgaon	13,312,156	12	
Shrabani Bhattacharya	45	MBA	16.03.2015	Head Fulfilment Operations North & West	13,266,792	8	GlaxoSmithKline Consumer Healthcare Limited
Tejal Vishal Tyagi	40	B.E.	03.02.2020	General Manager SHE, South Asia	13,193,989	3	Castrol India Limited
Abhishek Jain	40	B.Tech, PGDIE, NITIE	01.05.2007	Factory Manager - Sonapat	13,190,089	16	
Achint Bansal	42	B.Tech Electronics, PGDM Marketing	11.02.2008	Customer Marketing Head - MT	13,071,113	15	
Shafali Arora [#]	42	Masters in Communications & Management	29.08.2011	Personal Care CMI SCL, D&E and Oral Care Lead	13,032,948	11	Aircel Limited
Neha Sharma [*]	41	Higher Diploma in Education, Post Graduate Diploma in Marketing	19.07.2010	ACE Finance Manager	13,023,035	12	HDFC Standard Life, Nielsen IQ
R Sankara Narayanan	37	PGDM, IIM Lucknow	03.05.2010	Coffee India Head	13,016,372	13	
Srividya Govindarajan	41	B.E.	14.07.2014	Factory Manager	13,008,099	8	Stryker India Private Limited
Rohit Kumar Nanda	49	B.E.	01.09.2000	Factory Manager	13,006,742	22	
Waseem Jamadar [#]	51	B.Sc.	20.10.1996	DT Operations Head	12,958,888	26	Paraan Limited
Pourush Sharma [*]	45	B.Pharmacy, PGDM (Goa)	10.12.2004	CMI PDC Cluster Head - South Asia	12,872,815	18	
Aarthy Sridhar	35	MBA	09.05.2011	Beauty & Wellbeing India Lakme Colors Head	12,839,988	12	
Neerja Choudhary	36	IIM Kozhikode	09.01.2012	Nutrition & IC CD India Head	12,833,278	11	
Arpan Anand	37	B.E. Mechanical, PGDM	07.05.2012	Head - Planning, Technology & Contract Manufacturing	12,795,303	11	Larsen & Toubro Limited
Salonee Agrawal	37	B.E., PGDM	04.05.2009	Head National Transport Operations	12,764,135	14	
Ajay Sharma	51	B.E.	29.05.2012	Head Engineering Nutrition & BPC	12,755,695	10	
Prashanth Venkatesh	38	MBA	09.05.2011	India Head of Sustainability	12,613,353	12	Eaton Corporation
Roney Eapen	42	MBA	22.08.2011	Head CMI, Home Care South Asia	12,589,287	11	Kantar
Shalini Sinha	46	BL	14.12.2015	Nutrition, Ice Cream & Home Care South Asia Legal Head	12,485,796	7	
Vikrant Shinde	44	B.E., MBA	14.04.2008	Home Care Head of CSP	12,440,425	15	GlaxoSmithKline Consumer Healthcare Limited
Punyata Tuli	35	MBA	30.05.2016	Head- Premium Powders, Fabric Cleaning	12,383,374	6	
Sreenivas Narayanan [#]	39	PGPM, ISB	23.07.2018	General Manager- Water & Air Wellness	12,217,160	4	
Ketki Sitapati	42	MBA	17.09.2007	Nutrition & IC South Asia CMI Head	12,056,160	15	

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Karan Goel	38	PGDM, Mudra Institute of Communications, Ahmedabad	09.08.2010	Beauty & Wellbeing India Clinic Plus & Indulekha Innovation Head	11,976,444	12	
Manasij Das	40	MBA, IIM Indore	22.02.2016	Consumer Cluster Head	11,961,903	7	
Anuj Aggarwal	38	MBA	31.01.2011	Consumer Cluster Head	11,958,754	12	
Sreedhar Routh	55	Bachelor Food Science	02.03.1992	Nakshatra South Cluster Node Lead	11,902,712	31	GlaxoSmithKline Consumer Healthcare Limited
Pratik Kumar Kejriwal	35	B.Tech	11.03.2019	Head, Fulfilment Operations- South	11,848,677	4	
Swati Maheshwari	36	MBA, IIFT Delhi	05.12.2011	Nutrition Head of CSP	11,772,271	11	
Varsha Bhargava [#]	42	LLB, MSc	22.05.2006	General Manager- Patents	11,738,555	16	
Akshay Rastogi	34	B.Tech - Chemical Engineering, IIT-BHU	05.07.2010	Head Digital Transformation- SC & Nakshatra PMO Lead	11,712,227	12	
Shikha Lal [#]	41	PGDIM - NITIE	21.06.2010	New Business Models Digital Transformation, Data & Analytics Lead	11,599,696	12	
Premkumar B	35	MBA - Bharathidasan Institute of Management, Trichy	08.06.2009	Consumer Cluster Head	11,589,550	13	
Ashima Katara Sharma [#]	41	LLB, MSc. Biochemistry, IIT BHU	01.07.2013	General Manager Patents	11,546,416	9	
Parw Sharma	35	B. Tech., Mechanical- Indian Institute of Technology	05.07.2010	Factory Manager	11,443,414	12	
Swati Kumari	36	B.Tech in Chemical Engineering	15.11.2011	Global Quality Lead - Strategy and Partner	11,434,759	11	
Nitin Jain	44	B. Tech, Post Graduate Diploma in Business Administration	02.06.2003	Factory Manager, Nepal	11,414,146	3	GlaxoSmithKline Consumer Healthcare Limited
Saumya Moorthy	37	C.A.	16.03.2009	Finance Manager, Functional Nutrition	11,382,944	14	
Kanika Pal	39	Advance Management in Public Policy, ISB	01.04.2021	SA Sustainability Head	11,345,849	2	
Nikhil Khadse	40	Master in Management Studies JBIMS	06.07.2015	Nutrition Head of CSP	11,247,398	7	
Anusha Gupta Ranade [#]	46	MBA, Leadership Diploma Program on Responsible Leadership and Sustainable Business Practices	16.08.2007	Global Brand Head TRESemmé	11,240,468	15	Asian Paints Limited
Harshal Marathe	44	LLB	31.01.2011	Supply Chain India Legal Head	11,192,993	12	
Sandeep Gupta [#]	42	B.Tech & M.Tech in Chemical Engineering	05.05.2008	Head Strategy & Operations, India R&D	11,175,125	15	Asian Paints Limited
Sindhu Govindarajan [#]	36	MBA	02.07.2018	Innovation Head - Surf Excel, South Asia	11,122,038	4	
Adfer Muzaffar [#]	37	Masters in Human Resource Management, Tata Institute, Masters in Mind, Brain & Education - Harvard University	18.08.2020	Global R&D HRBP Skin Cleansing & R&D HR Head South Asia	11,115,031	2	
Sumit Dhingra	35	Management, ISB	05.05.2015	Head - Planning, Technology, PBBU, Hair & EComm	11,100,506	8	

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Satish Chandra Godisela	41		07.10.2015	Sr. Procurement Manager - Nutrition & Ice Cream South Asia	11,090,348	7	
Akash Dasgupta	42	PGDBM - IIPM Delhi	20.02.2008	General Manager Modern Trade Retail	11,047,820	15	
Ashwani Tyagi*	47	BSc, LLB, PG Diplomas in Cyber Laws, IPR, Corporate Laws, International Trade and Business laws	18.10.2010	CD India Legal Head	11,044,803	12	Aviva Life Insurance Co. India Limited
Saurabh Maini	39	B.Tech, MBA	22.02.2010	Consumer Cluster Head	11,035,785	13	
Lipsa Das*	37	MBA	25.02.2013	Global Brand Head - Dove & Sunsilk	11,001,648	10	
Shruti Bharadwaj*	42	M.A. (Personnel Management And Industrial Relations)	02.06.2008	Nutrition and Ice Cream HR Head, South Asia	10,999,534	14	
Tanvi Shah	33	MA in HRM &LR, Tata Institute of Social Sciences	07.05.2012	General Manager - HR, Customer Development	10,975,450	11	
Girish Jambekar	43	MBA	01.07.2005	Factory Manger	10,856,770	18	
Gagan Parakh*	37	B.Tech	03.07.2007	Head of SC Unilever Professional	10,855,476	15	
Sunil Mukund Ghaskadvi#	50	Post Graduate Diploma in Packaging and MBA in Materials Management	10.11.2006	Deo's Group Leader, South Asia	10,826,417	16	
Abhishek Jajoo	39	MBA	03.05.2010	Head of Digital Consumer Experience (South Asia)	10,820,332	13	
Arvind Ramachandran	35	B.Tech, NIT Trichy PGDCM, IIM Calcutta	09.05.2011	Consumer Cluster Manager	10,799,809	12	
Abhinav Ravikumar	34	PGDM, IIM, Kozhikode	07.05.2012	Head, eCommerce	10,793,433	11	
Sharmishtha Bade#	45	BE (Electronics), M.M.S (Finance)	14.01.2013	Procurement Head - Tubes and Decorations	10,780,030	10	
Shabad Pratihast	37	PGDM, IIM Calcutta	09.05.2011	Beauty & Wellbeing India Premium Face Skin Care Head	10,779,241	12	
Sanjay Sequeira	54	Post graduate in operations management	15.06.1995	Factory Manager	10,734,158	27	
Vikram Shashimohan	34	PGDM - IIM Bangalore	07.05.2012	Beauty & Wellbeing India Skin Care Hand & Body Head	10,724,409	11	
Ayush Kapoor#	34	MBA, IIM Calcutta	07.05.2012	Global Brand Head - Lux	10,718,413	11	
Rakesh Jha	54	B.E.	01.05.1998	Head - SUIT & Planning	10,696,912	25	
Kunwar Apoorva Singh	34	B.Tech IIT Kanpur	29.11.2021	Factory Manager	10,630,928	1	
Abira Sikdar	39	Master of Economics	28.09.2015	Consumer Cluster Head	10,602,406	7	
Esha Chhabra	36	MBA - FMS, B.Tech - IGIT	07.05.2012	Functional Nutrition Innovations India Head	10,600,673	11	
Ritesh Jain	48	MBA	01.02.2012	Sr. Procurement Manager	10,579,357	3	
Bhavik Chauhan	38		05.07.2010	Factory Manager	10,574,047	12	
Sanuj Dubey	36	MBA IIM Calcutta	09.05.2011	Consumer Cluster Head - Orjha	10,570,251	12	
Namit Pandit	39	MBA	11.02.2008	General Manager Digital Selling Hub	10,563,295	15	

Name	Age	Qualification	Date of Employment	Designation /Nature Of Duties	Gross (in ₹)	Experience in Years	Name of the Previous Employer
Chaitanya Warang [#]	35		07.05.2012	Global Brand Head - Lifebuoy	10,477,816	11	
Sachit Handa [#]	33	B.Tech, PGDM- IIM Calcutta	07.05.2012	Sr Innovation Manager - Hygiene	10,474,237	11	
Neetu Verma [#]	40	B.Tech	29.12.2004	R&D Head - H&H South Asia and HC Bars Design	10,374,898	18	
Manish Satija	39	B.Com	03.05.2007	Sr. Finance Manager- Home Care	10,349,964	16	
Yeshu Kant Beri [#]	43	MBA	01.01.2022	Senior Strategy & Insights Manager - Packaging	10,288,886	1	Unilever United States
Anjan Maji	50	B.E. (Chemical Engineering), PGDM & APICS CPIM certified	30.08.2010	Portfolio Strategy Lead - Workplace Asia Lead and Global Travel	10,263,030	12	
Sairam Subramanian*	40	MBA IIM Kozhikode	28.11.2022	Beauty and Wellbeing India Premium Beauty Business Unit Head	10,197,654	0	Infosys Technologies Limited
Vaishali Mehta*	45	B.Tech	19.08.1999	General Manager- Cluster Quality South Asia	10,184,836	23	
R K S Bhadouria*	56	Engineering, NIT Jaipur, Diploma in Finance, IMA Delhi	01.04.2005	General Manager Engineering & Projects - South Asia	8,893,820	18	
Prateek Sayal**	38	B.com (H) PGDBM - IIM Lucknow	5.08.2010	Global Brand Head - Axe	8,830,493	12	
Suman Hegde*	44	Master of Management	01.07.2003	B&W and PC South Asia Finance Head	8,154,570	19	
Kanneganti Prasad*	60	Bachelor	05.06.1982	Head - Technical Nutrition	8,066,687	40	GlaxoSmithKline Consumer Healthcare Limited
Ishtpreet Singh*	39	B.E.	03.05.2007	Beauty & Wellbeing India Hair Care Head	7,923,948	16	
Pratik Ved*	40	B.E., PGDM	04.05.2009	General Manager - Premium Beauty Business Unit	7,851,055	14	
Rakesh Kumar*	57	Bachelor	11.09.1989	Platform Lead, Retail and Principal Information Technology; IT Platforms	7,739,720	33	GlaxoSmithKline Consumer Healthcare Limited
Supriya Punyani Bareja**	42	Postdoc. Biochem, MSc, Chemistry, IIT Delhi, PH.D, Bio-medical IIT Delhi	31.10.2022	Head R&D, Hair South Asia	7,592,110	0	
Madhavi Purohit*	41	Post graduate in Packaging Technology, BSC Food Science and Quality Control	19.07.2004	Personal Care Quality Lead	7,229,448	18	
Sajal Bose*	60		29.05.1989		6,213,703	33	
Paromita Chakravarty*	37	PGDM IIM Calcutta	09.05.2011	Head of Data & Analytics, South Asia	6,077,399	12	
Amol Lovalekar*	43	PGDIE, BE Mech	27.08.2012	Head - Nakshatra Land Projects and East Lead	5,977,045	10	Colgate Palmolive India Limited
Nidhi Jain*	37	C.A., C.S.	16.03.2009	Portfolio Strategy Lead, External Workforce, MBS	5,891,781	14	Grant Thornton
Ashish Gupta*	39	Master of Business Administration	03.05.2007	Regional Brand Manager - Love and Care	5,582,012	16	
Abdullah Mohammed Naheyam Hye**	35	MBA	01.03.2020	Sr. Brand Manager - Wheel and Sunlight (BSPAN)	5,440,266	3	
Sharmishtha Biswas*	39	B.Techin Computer Science-NIT	30.12.2022	Factory Manager	5,269,446	0	
Baljit Singh Virdi*	60	Masters	01.10.1981	Head - Special Projects, Nutrition	4,803,855	41	GlaxoSmithKline Consumer Healthcare Limited
Somnath Chougule*	35	B.Tech	05.07.2010	Factory Head	4,645,587	12	
Prabha Narasimhan*	50	PGDM	01.08.2007	Executive Director and VP - Home Care	4,532,974	15	Madura Garments

Name	Age	Qualification	Date of Employment	Designation /Nature Of Duties	Gross (in ₹)	Experience in Years	Name of the Previous Employer
Rathindra Ghosh*	59		08.10.1986	Integration Operations Manager	4,500,264	36	
Shelly Kohli*	48	LL.B., LL.M	03.06.2019	Head Legal counsel BPC & HC	3,950,846	3	Levi Strauss & Company
Biren Bhatia*	39	M. Tech in Metallurgical Engineering IIT Bombay	28.11.2022	Factory Manager	3,873,365	0	
Manoj Shetty*	49		01.03.2000	Sr. Modern Trade Account Specialist Customer Development	3,713,642	23	
Shat Bir Prakash Srivastava**	42	Masters	01.12.2005	GDC Beverages & Nutrition Process Capability Group Leader - South Asia	3,569,998	17	
Abhijit Borthakur*	55	M.Sc.	11.11.1991	Chief Procurement Officer	3,567,430	31	
Shruti Gupta*	36	C.A.	01.04.2020	Controls - Sr. Finance Manager	2,696,099	3	
Rajesh Sethuraman**	49	B.E., PGDBM	25.06.2001	IOPS Market Engagement Leader	2,270,879	21	Heinz India Private Limited
Sharon Pereira**	61	Masters	15.07.2002	GM - Regional Advertising Production	2,248,655	20	Enterprise Nexus Advertising
Shammi Dua*	47		19.01.2017	Sr. Manager CSL Integration	1,296,784	6	
Ravi Prakash Singh*	46		26.07.2013	Procurement Manager	1,251,372	9	
Sanmukha Guniti*	43	PGDM	21.05.2007	Nakshatra Cluster Lead (East)	901,885	15	Asian Paints Limited

* Employed for part of the year.

These employees are on global roles for Unilever group companies and their salary pertaining to such global roles is recovered from Holding Company / Affiliates/Group Companies.

Notes:

- Gross Remuneration includes salary, allowances, commission, performance linked variable pay disbursed, taxable value of perquisites and Company'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 are related to any Director of the Company.
- None of the employees are covered under Rule 5(3)(viii) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.