

**Statement containing particulars of Employees pursuant to Section 197(12) of the Companies Act, 2013 read with Rule 5 of The Companies (Appointment & Remuneration of Managerial Personnel) Rules, 2014**

Name	Designation	Qualifications	Age (in years)	Years of experience	Date of Joining	Last employment	Gross Remuneration (Rs.)
Subramanian S. <sup>#</sup>	CEO - Kaya Business India	M.Sc., B.E (Hons), Post Graduate Diploma in Business Administration	47	23	11-01-13	Marico Limited	33,037,905
Dharmendar B. Jain	Chief Financial Officer	M. Com, FCMA, M.F.M, CMA (Aus) and DBF	48	27	11-01-13	Marico Limited	28,690,224
Arvind R.P.	Vice President & Head- Marketing & Product Retail	Master in Business Administration	42	18	11-01-13	Marico Limited	21,630,194
Nevil D Kavarana	Vice President & Head -Expansions and Sales Support	B. Sc	52	31	11-01-13	Marico Limited	17,389,466
Ruhie Pande <sup>**</sup>	Vice President & Head - HR and Training	Post Graduate Diploma in Business Administration (HR)	42	23	11-01-13	Marico Limited	15,860,966
Sangeeta Velaskar	Vice President and Head -Medical Services and R & D	MD (Dermatology & Venerology), DVD	54	31	11-01-13	Marico Limited	13,954,983
Richa Priyamvada	Vice President and Business Head - Product Retail	P.G Diploma in Apparel Marketing & Merchandising Management	38	13	04-04-16	Brand Marketing India	5,981,180
Rajiv Nair*	Chief Executive Officer	MBA -Marketing	44	23	14-11-16	Celio Future Fashion Private Limited	5,195,159
Bhairavie Puri	Chief Operating Officer	MA Psychology	39	20	01-07-16	Apparel Group	4,379,900
Indresh Pradhan	General Manager - IT	Master of Science in Information Systems	42	16	01-09-14	Reliance Brands Limited	4,345,068

\* Employed for part of the financial year and in receipt of remuneration at a rate which, in the aggregate, was not less than Eight lakh and fifty thousand rupees per month.

# Employee resigned from the organisation during FY17. Hence, the disclosure above includes long term incentives and Perquisites value of ESOP exercised during FY17 and also includes amount paid as final settlement to the outgoing employee.

**Notes:**

- All appointments are contractual in nature. Other terms and conditions are as per the service rules of 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.
- No remuneration was paid to the Managing Director of the Company for the Financial Year ended March 31, 2017. Hence, the disclosure under Rule 5(2)(iii) of The Companies (Appointment & Remuneration of Managerial Personnel) Rules, 2014 is not applicable.
- Gross remuneration includes salary, allowances, performance linked variable pay, value of perks, etc. but excludes Company's contribution to Provident Fund and Gratuity provision. However, in case of outgoing employees, the amount is inclusive of Gratuity paid as part of final settlement.