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## Retirement Policy of Non-Executive Directors of Nestlé India Limited

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*(Amended on 14.02.2018)*

Taking the guidance from Nestlé S.A.'s Board Regulations, Nestlé India Limited ('the Company') shall follow age limit of 72 years for retirement of Non-Executive Directors of the Company. Accordingly, the term of office of all Non-Executive Directors ('NED/s') of the Company shall be structured in a manner that the NED's term expires no later than at the date of Annual General Meeting (AGM) following the NED's 72<sup>nd</sup> Birthday.

In case the approval of appointment of any NED is upto a date within eleven (11) months from the date of retirement, such NED shall hold office till the term of his/ her appointment approved by the shareholders. Accordingly, the term of Mr. AK Mahindra, who as per the staggered retirement plan was retiring on the date of the AGM of 2018, will be now till 31<sup>st</sup> March, 2019.

Subject to the above staggered retirement plan, all other Non-Executive Directors, would retire on the date of AGM following their 72<sup>nd</sup> Birthday, should they hold office till then.

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