

10th December, 2020

BSE Limited
Listing Department
Dalal Street,
Mumbai 400 001
Scrip Code: 532432

National Stock Exchange of India Limited
Exchange Plaza, C-1 Block G,
Bandra Kurla Complex,
Bandra East, Mumbai- 400051
Scrip Code: MCDOWELL-N

Dear Sirs,

Sub: CEO succession

Pursuant to Regulation 30 read with Schedule III to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), we wish to inform you that after nearly 8 years of strong growth under the leadership of Mr. Anand Kripalu, the current Managing Director & Chief Executive Officer of the Company, board of directors at its meeting held today i.e. December 10, 2020, have *inter-alia*, approved the following succession plan.

- 1) Effective from April 1, 2021 Ms. Hina Nagarajan has been appointed as Chief Executive Officer - Designate, who will closely work with Mr. Anand Kripalu upto June 30, 2021. Thereafter, Mr. Anand Kripalu will step down as the Managing Director & Chief Executive Officer and cease to have Board responsibilities in the Company.
- 2) Effective July 1, 2021 Ms. Hina Nagarajan will assume office as the new Managing Director & Chief Executive Officer of the Company in accordance with the applicable law and upon receipt of necessary approvals.

During his tenure, Mr. Kripalu has led the transformation and growth of United Spirits Limited (USL), with considerable improvement in operating performance – margin growth, working capital and cash generation. Following Diageo's acquisition of USL in 2013, he led the full integration of USL, reigniting the market's portfolio strategy. A strong advocate for the contribution of the alcohol industry in India, he has formed trusting relationships across the sector, driving local community initiatives and partnerships while tirelessly promoting responsible drinking. Known for his restlessness and entrepreneurial spirit, as well as his

commitment to coaching and growing talent, he has championed inclusion and diversity across the business. The USL executive team is now 40% female. He leaves the USL leadership team and the broader workplace set up for future success.

The board wishes to place on record meritorious services rendered by Mr. Kripalu.

Ms. Hina Nagarajan is currently the Managing Director, Africa Regional Markets (ARM) of Diageo. Since joining Diageo in the summer of 2018, she has led Diageo's ARM comprising operations in Ghana, Cameroon, Ethiopia, the Indian Ocean, Angola and several other countries. Under her leadership, ARM has become a significant growth driver for Diageo Africa. She is known for her passion and drive to deliver results and her ability to build strong teams that deliver outstanding outcomes, with a strong commitment to Diageo standards and compliance. She has leveraged capabilities and synergies across the market to drive regional growth, delivering a significant step change in supply chain performance across ARM. She has also been an active and passionate advocate for inclusion and diversity in Africa and Diageo more broadly.

Prior to joining Diageo, she has spent over 30 years in Consumer Packaged Goods (CPG) businesses and held several senior marketing and general management positions at Reckitt Benckiser (RB), Nestle India and Mary Kay India. In her most recent position before joining Diageo, she was MD China & SVP North Asia with RB.

She holds an MBA from the Indian Institute of Management, Ahmedabad, a Commerce Honors degree from Delhi University and a Diploma in Hotel Management from Pusa Institute, Delhi, India.

She is not related to any of the Directors of the Company.

This is for your information & records.

For United Spirits Limited

Mital Sanghvi
Company Secretary