

COLGATE-PALMOLIVE (INDIA) LIMITED
Regd. Office: Colgate Research Centre, Main Street,
Hiranandani Gardens, Powai, Mumbai - 400 076.
CIN: L24200MH1937PLC002700
Tel. No. : 022 - 6709 5050
Website- https://www.colgateinvestors.co.in/ Email - investors_grievance@colpal.com

POSTAL BALLOT NOTICE

Dear Members,

NOTICE is hereby given that pursuant to Sections 108 and 110 and all other applicable provisions of the Companies Act, 2013 (the "Act") read with Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (the "Rules"), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") (including any statutory modification(s) or re-enactment(s) thereof for the time being in force, and as amended from time to time), and the Secretarial Standard on General Meetings issued by the Institute of Company Secretaries of India ("SS-2") read with the Circular No. 03/2025 dated September 22, 2025 issued by the Ministry of Corporate Affairs ("MCA") and other relevant circulars in this regard ('hereinafter collectively referred to as MCA Circulars') and pursuant to any other applicable laws and regulations, the Company is seeking approval of the Members for the proposed ordinary resolution as set out herein below, by the way of Postal Ballot through voting by electronic means ("e-Voting") only.

In terms of the requirements specified in the said MCA Circulars, the Company is sending this Notice in electronic form only, to all its Members who have registered their e-mail addresses with the Company, Registrar and Share Transfer Agents of the Company i.e., MUFG Intime India Private Limited (previously known as Link Intime India Private Limited) or Depositories or Depository Participants.

The communication of assent/dissent of the Members will only take place through the e-Voting system. Further, as per the MCA circulars, physical copy of the Notice along with Postal Ballot Form and pre-paid business reply envelope will not be sent to the Members for this Postal Ballot.

The resolution proposed to be passed by way of Postal Ballot and the Explanatory Statement pursuant to Section 102 and any other provisions as may be applicable of the Act, setting out all material facts and reasons for the proposal are annexed hereto for consideration of the Members.

The e-Voting shall commence on Saturday, October 31, 2026 at 8.00 A.M. (IST) and end on Sunday, November 29, 2026 at 5.00 P.M. (IST) (both days inclusive). During this period, Members of the Company holding shares in physical or dematerialized form as on Friday, October 23, 2026 i.e., the cut – off date may cast their vote electronically.

The Company has appointed Mr. S. N. Ananthasubramanian (FCS 4206) or failing him Mr. S. N. Viswanathan, (FCS 13685) of S. N. Ananthasubramanian & Co. Company Secretaries, Practicing Company Secretaries, to act as the scrutinizer, to scrutinize the e-Voting process in a fair and transparent manner.

The declared Results, along with the Scrutinizer's Report, will be available forthwith on the Company's website under the Investor Section on https://www.colgateinvestors.co.in/ and will also be forwarded to the Stock Exchanges where the shares of the Company are listed i.e., on www.bseindia.com and www.nseindia.com and will also be displayed on the website of NSDL on www.evoting.nsdl.com.

SPECIAL BUSINESS :

Item No. 1 :

To appoint Mr. Manish Anandani (DIN: 07257875) as the Managing Director and Chief Executive Officer of the Company.

To consider and, if thought fit, to pass, the following resolution as an **Ordinary Resolution**:

"RESOLVED THAT pursuant to Section 152 and all other applicable provisions of the Companies Act, 2013 ('the Act'), the Companies (Appointment and Qualification of Directors) Rules, 2014, Regulation 17 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations') (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), the Articles of Association of the Company and based on the recommendation of the Nomination and Remuneration Committee and the approval of the Board of Directors at their respective Meetings held on August 21, 2026, Mr. Manish Anandani (DIN: 07257875), who was appointed as an Additional Director with effect from September 28, 2026 and who shall hold office up to the date of the next general meeting or a period of three months from the date of appointment, whichever is earlier and in respect of whom the Company has received a Notice in writing from a Member under Section 160(1) of the Act, proposing his candidature for the office of Director of the Company, be and is hereby appointed as a Director of the Company, liable to retire by rotation.

RESOLVED FURTHER THAT pursuant to the provisions of Sections 196, 197, 198, 203 and other applicable provisions, if any, of the Act and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, read with Schedule V of the Act, Regulation 17, 26A and other applicable regulations of the SEBI Listing Regulations (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), Articles of Association of the Company and subject to such other approvals, as may be required, and based on the recommendation of the Nomination and Remuneration Committee and the Board of Directors at their respective Meetings held on August 21, 2026, consent of the Members of the Company, be and is hereby accorded for the appointment of Mr. Manish Anandani (DIN: 07257875), as the Managing Director and Chief Executive Officer of the Company, liable to retire by rotation, for a period of 5 (five) consecutive years with effect from September 28, 2026, on the terms and conditions, including remuneration, as set out in the explanatory statement annexed to this Notice and per the employment agreement to be entered into between the Company and Mr. Manish Anandani, material terms of which are set out in the explanatory statement attached to this notice, with liberty to the Board of Directors of the Company or duly constituted committee thereof, to alter and vary the terms and conditions thereof in such manner as may be agreed to between the Board of Directors and Mr. Manish Anandani, subject to the applicable provisions of the Act, or any amendment thereto or any re-enactment thereof.

RESOLVED FURTHER THAT in the event of absence or inadequacy of profits in any financial year during his tenure as the Managing Director and Chief Executive Officer, Mr. Manish Anandani be paid the remuneration as per the terms set out in the explanatory statement to this notice as minimum remuneration for that year subject to disclosures and approvals set out in Schedule V to the Act.

RESOLVED FURTHER THAT as per the requirements of Section 203 of the Companies Act, 2013, Mr. Manish Anandani, be designated as Key Managerial Personnel of the Company.

RESOLVED FURTHER THAT the Board of Directors or the Company Secretary of the Company be and are hereby severally authorized to do all such acts, deeds and things as may be deemed proper and expedient to give effect to this Resolution."

By Order of the Board of Directors
For **Colgate-Palmolive (India) Limited**

Place: Mumbai
Date : October 22, 2026

Sd/-

Jaikishan Shah
Company Secretary & Compliance Officer
Membership No: A34948

Notes and instructions:

1) The Explanatory Statement for the proposed resolution, pursuant to Section 102 read with Section 110 of the Companies Act, 2013 (the "Act") setting out all material facts and reasons is appended to the Notice as **Annexure I.**

2) Members may take note that considering the relaxation granted by the Statutory Authorities, the Companies are permitted to conduct the Postal Ballot by sending the Notice in electronic form only. Hence the Company will not be dispatching the Postal Ballot notice, Postal Ballot form / self-addressed envelope etc., by post or courier. Further as per relaxation granted, the communication of the assent or dissent of the Members on the resolution as set out in Postal Ballot Notice would only be obtained through e-voting.

3) The Notice is being sent electronically only to those Members, whose names appear in the Register of Members/List of Beneficial Owners as received from National Securities Depository Limited ("NSDL")/Central Depository Services (India) Limited ("CDSL") and who have registered their email addresses in respect of electronic holdings with NSDL/CDSL through the concerned Depository Participants and in respect of physical holdings with the Company's Registrar and Share Transfer Agents ("RTA") i.e. MUFG Intime India Private Limited (Previously known as Link Intime India Private Limited) as on Friday, October 23, 2026 ("cut-off date").

   Members who have not yet registered their email addresses are requested to register the same with their Depository Participants in case the shares are held by them in electronic mode and with the RTA of the Company in case the shares are held by them in physical form. However, for limited purposes like receiving this Postal Ballot Notice, Members holding shares in electronic mode may register their email address with the RTA as per the process given under General Guidelines for shareholders in the e-Voting instructions of the notes to this Notice.

4) Only those Members whose names are appearing in the Register of Members / List of Beneficial Owners as on the cut-off date shall be eligible for casting their votes through e-Voting. A person who is not a member on the cut-off date should treat this Notice for information purposes only. The voting rights of Members shall be in proportion to their shares of the paid-up equity share capital of the Company as on the cut-off date, i.e., Friday, October 23, 2026.

It is however, clarified that all Members of the Company as on the cut-off date [including those Members who may not have received this Notice due to non-registration of their e-mail IDs with the Company's (RTA/ Depositories)] shall be entitled to vote in relation to the resolution specified in this Notice in accordance with the process specified hereinafter in this Notice.

5) Subject to receipt of the requisite number of votes, the Resolution shall be deemed to have been passed on the last date of e-Voting i.e., Sunday, November 29, 2026. Further, Resolution passed by the Members through postal ballot is deemed to have been passed as if it is passed at a General Meeting of the Members.

6) Members may download the Notice from the Company's website at https://www.colgateinvestors.co.in/ or from NSDL's website at www.evoting.nsdl.com A Copy of the Notice is also available on the website of BSE at www.bseindia.com and NSE at www.nseindia.com

7) After dispatch of Notice of Postal Ballot through e-mail, advertisement shall be published in one English Daily Newspaper having wide circulation and one Marathi Newspaper having wide circulation in the district where the Registered Office of the Company is situated and will also be available under the 'Notification to Stock Exchange' tab in the Investor section of the Company's website at https://www.colgateinvestors.co.in/notification-to-stock-exchanges

8) The Company has appointed Mr. S. N. Ananthasubramanian (FCS 4206) or failing him Mr. S. N. Viswanathan (FCS 13685) of S. N. Ananthasubramanian & Co. Company Secretaries, Practicing Company Secretaries, to act as the scrutinizer, to scrutinize the e-Voting process in a fair and transparent manner. The Scrutinizer's decision on the validity of the vote on Postal Ballot shall be final and binding.

9) Corporate / Institutional Members are entitled to appoint authorized representatives to vote on their behalf on the Resolution proposed in this Postal Ballot Notice. Institutional / Corporate Shareholders (i.e. other than individuals, HUF, NRI, etc.) are required to send a scanned, certified copy (PDF / JPG Format) of their Board or governing body's Resolution / Authorisation, authorising their representative to vote through e-Voting, to the Scrutinizer through e-mail at scrutinizer@snaco.net with a copy marked to evoting@nsdl.com. Institutional Shareholders (i.e. other than individuals, HUF, NRI etc.) can also upload their Board Resolution / Power of Attorney / Authority Letter etc. by clicking on 'Upload Board Resolution / Authority Letter' displayed under 'eVoting' tab in their login.

10) The Company is pleased to offer e-Voting facility to all the Members, to cast their vote electronically. The Company has availed the electronic voting platform of National Securities Depository Limited (NSDL), to provide e-Voting facility to its Members. The detailed procedure with respect to e-Voting is mentioned in this Notice.

    Dispatch of the Notice shall be deemed to be completed on the date on which NSDL sends out the communication for the postal ballot process by e-mail to the Members of the Company. **The voting shall commence on Saturday, October 31, 2026 at 8.00 A.M. (IST) and end on Sunday, November 29, 2026 at 5.00 P.M. (IST) (both days inclusive)**. During this period, Members of the Company holding shares in physical or dematerialized form as on October 23, 2026, the cut–off date may cast their vote electronically. The e-Voting module shall be disabled by NSDL for voting thereafter. Once a vote on a resolution is cast by the member, he/she shall not be allowed to change it subsequently or cast the vote again.

11) The Scrutinizer will after the conclusion of e-Voting, submit the report to the Chairperson or any other person authorised by the Board of Directors and declare the result of the voting forthwith, after scrutiny of the votes cast through e-Voting and the result of the Postal Ballot shall be declared on or before December 1, 2026.

12) The results declared along with the Scrutinizer's Report shall be placed on the Company's website https://www.colgateinvestors.co.in/ and on the websites of Stock Exchanges and NSDL. The proposed Resolution, if approved, shall be deemed to have been passed on the last day of e-Voting i.e Sunday, November 29, 2026.

    All relevant document(s) referred to in this Postal Ballot Notice will be available for inspection by the members upon request sent on investors_grievance@colpal.com.

13) The vote in this Postal Ballot cannot be exercised through proxy.

14) In case of joint holders, only such joint holders who are higher in the order of names will be entitled to vote.

15) SEBI through its various circulars has stated that all the listed companies shall intimate their securities holders holding in physical mode to comply with the requirements of registration/updation of valid PAN and KYC details for the folios wherein the details are missing and are not registered. As per these circulars, any request/complaint from the holder/claimant shall be entertained only after the folio is fully KYC compliant as per the Circular. The holders are also requested to update/furnish their Nomination details.

The necessary documents and forms for updating the aforesaid KYC details are available on RTA's website at https://in.mpms.mufg.com/ and also available on the website of the Company at https://www.colgateinvestors.co.in/

The same can be submitted via post to MUFG, C 101, 247 Embassy, LBS Marg, Vikhroli West, Mumbai 400083 or by email from your registered email ID, with digitally signed documents to investor.helpdesk@in.mpms.mufg.com or on SWAYAM Portal by uploading via MUFG's portal: https://swayam.in.mpms.mufg.com/

Further, Shareholders holding shares in demat mode are requested to update their PAN, contact details, bank account details and specimen signature with their respective Depository Participants.

16) In order to increase the efficiency of the voting process and in terms with SEBI Circular No. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 9, 2020, Demat account holders are being provided a single login credential, through their demat accounts/websites of Depositories/Depository Participants. Demat account holders would be able to cast their vote without having to register again with the e-Voting service providers, thereby facilitating seamless authentication and convenience of participating in the e-Voting process.

17) SEBI had introduced a special, time-bound window from July 7, 2025 to January 6, 2026, for the re-lodgment of physical share transfer requests that were previously rejected or returned before April 1, 2019. This initiative allows Members to transfer and dematerialize shares that faced procedural or documentation issues, aiming to resolve longstanding legacy and non-disputed ownership cases. In order to further facilitate the investors to get rightful access to their securities, SEBI has re-opened this special window for a period of additional 1 (one) year from February 5, 2026 to February 4, 2027 and is available for such transfer requests which were previously submitted and were rejected or returned before April 1, 2019 due to deficiency of documents, process or otherwise. The Members who are eligible for this are requested to take advantage of this special window and have the shares transferred and dematerialized in their name(s)

18) The instructions for the Members for e-Voting are as provided in **Annexure II**.

Annexure I to Postal Ballot Notice dated October 22, 2026

STATEMENT SETTING OUT ALL MATERIAL FACTS CONCERNING THE BUSINESS TO BE TRANSACTED THROUGH POSTAL BALLOT AS STATED IN THE NOTICE DATED OCTOBER 22, 2026 [Pursuant to Section 102 and Section 110 of the Companies Act, 2013 and Secretarial Standard 2]

Item No. 1 - To appoint Mr. Manish Anandani (DIN: 07257875) as the Managing Director and Chief Executive Officer of the Company.

Consequent to the elevation of Ms. Prabha Narasimhan as the Executive Vice President - Marketing, Asia-Pacific Division and her cessation as the Managing Director and Chief Executive Officer of the Company with effect from close of business on September 27, 2026, the Board of Directors at their meeting held on August 21, 2026, based on the recommendation of the Nomination and Remuneration Committee, appointed Mr. Manish Anandani (DIN: 07257875) as an Additional Director of the Company with effect from September 28, 2026. Further, based on the recommendation of the Nomination and Remuneration Committee, the Board of Directors at the said Meeting approved the appointment of Mr. Manish Anandani as the Managing Director and Chief Executive Officer of the Company, liable to retire by rotation, for a period of 5 (five) consecutive years with effect from September 28, 2026 and approved the terms and conditions of his appointment including payment of remuneration, subject to the approval of the Members of the Company and such other approvals as may be required.

Mr. Manish Anandani has furnished to the Company, his consent to act as the Managing Director and Chief Executive Officer of the Company and a declaration of non-disqualification in Form DIR 8 pursuant to Section 164 of the Act. Also, he has not been debarred or disqualified from being appointed as a Director of the Company by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other Statutory Authority. Mr. Anandani also satisfies the conditions set out in Section 196 read with Schedule V of the Act for appointment as the Managing Director and Chief Executive Officer of the Company.

A Notice under Section 160 of the Act has been received from a member proposing Mr. Manish Anandani as a candidate for the office of the Director of the Company. This explanatory statement together with the accompanying resolution and the employment agreement proposed to be entered with Mr. Anandani may also be regarded as an abstract of the terms and conditions of the appointment of Mr. Anandani under Section 190 of the Act. Further, a copy of the employment agreement referred to in the resolution along with other disclosures would be available for inspection by the Members upon request.

Brief Profile of Mr. Anandani is set out as below:

Mr. Manish Anandani brings around 30 years of rich and varied experience across sales, marketing, general management and senior leadership roles. He joins us from Kenvue (Johnson & Johnson Consumer Health) where he was the Managing Director for India and South Asia.

An expert in enterprise strategy, digital & eCommerce transformation and market expansion across developed and emerging economies, Mr. Manish Anandani has held multiple roles within Kenvue, including Managing Director of Johnson & Johnson Philippines and VP Sales & Professional Marketing for India.

Mr. Manish Anandani had originally joined Colgate-Palmolive (CP) in 2005 as Regional Manager and rose through multiple roles in India, Indochina and the Corporate office before leaving CP in 2018. In his last role with CP as World Wide Director in the Global Customer Development function, Mr. Anandani had helped strengthen the global capabilities around Retail Marketing and Shopper Development.

Mr. Manish Anandani holds a degree in Electronics and an MBA in Marketing. Mr. Anandani also holds an Executive MBA (Leadership) from the Tuck School of Business, USA.

The Board of Directors and the Nomination and Remuneration Committee strongly believe that Mr. Manish Anandani's leadership capabilities, institutional knowledge and familiarity with the Company's culture and values position him well to lead the Company's next phase of growth while ensuring a smooth and orderly leadership transition and thus propose his appointment as the Managing Director and Chief Executive Officer of the Company.

The remuneration payable to Mr. Manish Anandani shall be determined by the Board of Directors based on the recommendation of the Nomination and Remuneration Committee thereof from time to time within the maximum limits set forth under the applicable provisions of the Act and as per the Nomination and Remuneration Policy of the Company.

Mr. Manish Anandani shall also act as a Key Managerial Personnel in terms of provisions of Section 203 of the Act.

The material terms of the appointment and remuneration of Mr. Manish Anandani are as under:

Remuneration:

a) **Salary including allowances and leave travel assistance:** Up to Rs. 65,00,000/- (Rupees Sixty-Five Lakh only) per month.

b) **Commission or Performance Linked Incentive or Bonus:** Not exceeding 1% of the net profit of the Company in any financial year as the Board of Directors may determine from time to time but shall not exceed the amount equivalent to the salary for the relevant period; it may be paid pro-rata on a monthly basis at the absolute discretion of the Board of Directors.

This is a discretionary plan offered by the Company to eligible employees, designed to reward their performance in alignment with the Company's strategic priorities. This recognizes contributions towards the performance of the Company and the employee. The performance parameters for determination of this comprise financial and non-financial assessment parameters. The performance score based on such parameters is reviewed and approved by the Nomination and Remuneration Committee and the Board of Directors.

c) **Perquisites:** Mr. Manish Anandani shall be entitled to certain perquisites such as furnished/non-furnished accommodation or house rent allowance in lieu thereof, gas, electricity, water, medical reimbursement, club fees, personal accident insurance, company maintained car, telephone and such other perquisites in accordance with the Company's rules, the monetary value of such perquisites to be determined in accordance with the Income-tax Rules being restricted to Rs. 2,50,00,000/- (Rupees Two Crore and Fifty Lakh only) per annum.

d) Company's contribution to Provident Fund and Superannuation Fund or Annuity Fund, gratuity payment as per Company's rules and encashment of leave at the end of his tenure shall not be included in the computation of ceiling on remuneration and perquisites as aforesaid.

e) Mr. Anandani shall also be entitled to reimbursement of expenses actually and properly incurred by him in or about the business of the Company as per the rules of the Company and as approved by the Board of Directors.

f) Participation in stock option scheme of Colgate-Palmolive Company, U.S.A., the parent company, pursuant to Colgate-Palmolive Company's global executive compensation program.

g) **Annual Leave:** Mr. Manish Anandani shall be entitled to leave in accordance with the rules of the Company for the time being in force and applicable to the senior executives of the Company.

h) **Minimum Remuneration:** Notwithstanding anything contained above, where in any financial year during Mr. Manish Anandani's tenure as the Managing Director and Chief Executive Officer, the Company has no profits or its profits are inadequate, the remuneration payable to Mr. Anandani shall be subject to Section 197 of the Act, and provisions of Schedule V to the Act, or any other law or enactment for the time being in force.

i) Further, Mr. Anandani shall not be entitled to sitting fees for attending meetings of the Board of Directors of the Company or any Committee(s) thereof.

j) Mr. Anandani's appointment is for a period of five years and either party shall be entitled to determine this appointment at any time by three months' advance notice in writing in that behalf to the other party without the necessity of showing any cause, or in the case of the Company, by payment of three months' salary as compensation in lieu of such notice. The Company shall at its sole discretion waive the requirement of such notice period for Mr. Anandani, wholly or in part and may agree to terminate the agreement. Other terms pertaining to termination and resignation forms part of the employment agreement.

k) Mr. Anandani does not draw remuneration from any other Company, nor does he have any external arrangements to receive remuneration, compensation or profit sharing in connection with dealings in equity shares of the Company.

l) Mr. Anandani does not hold by himself or for any other person on a beneficial basis, any shares in the Company.

m) The Board of Directors shall have the discretion and authority to modify the foregoing terms of remuneration within the aforementioned stipulated limits, subject to the applicable provisions of the Companies Act, 2013.

n) As the Managing Director and Chief Executive Officer, Mr. Manish Anandani will be responsible for envisioning the future of the Company and driving business growth. Mr. Anandani shall have requisite powers and authorities to enable him to manage the Company on a day-to-day basis. Mr. Anandani shall throughout his term, devote his whole time, attention and abilities to the business of the Company and shall faithfully serve the Company and exert his best endeavours to promote the Company’s interests and welfare and attend his place of employment at all proper times.

Additionally, he shall perform such duties and exercise such powers, authorities and discretions as the Board of Directors may entrust him from time to time, on such terms and conditions, including such restrictions as the Board may impose. For such purpose, he shall perform all such acts, deeds, matters and things which may be considered usual, necessary, proper and expedient.

o) The employment agreement with Mr. Manish Anandani also includes clauses pertaining to confidentiality & non-disclosure, intellectual property and non-competition.

The aforesaid proposed remuneration for Mr. Manish Anandani as the Managing Director and Chief Executive Officer has been set based on a benchmarking process against a peer group of leading and well-governed companies in the industry. The remuneration structure is designed to align with market standards and ensure competitiveness.

Brief details of Mr. Manish Anandani pursuant to Regulation 36(3) of the SEBI Listing Regulations and Secretarial Standard - 2 are provided in **Annexure A** in the explanatory statement of this Notice**.** Further, a copy of the employment agreement referred to in the resolution along with other disclosures would be available for inspection by the Members upon request sent on investors_grievance@colpal.com**.**

Except Mr. Manish Anandani, being the appointee, none of the Directors and Key Managerial Personnel of the Company and their relatives are concerned or interested, financially or otherwise, in passing of the resolution set out in Item No. 1 of this Notice. Further, the relatives of Mr. Anandani are also deemed to be interested in this resolution, to the extent of their shareholding in the Company, if any.

The Board of Directors considers that Mr. Manish Anandani's appointment would immensely benefit the Company and accordingly recommends the Resolution at Item No. 1 for the approval of Members as an Ordinary Resolution.

Annexure A

Brief details of Mr. Manish Anandani pursuant to Regulation 36(3) of the SEBI Listing Regulations and Secretarial Standard - 2 are as follows:

Name of the Director	**Mr. Manish Anandani**
DIN	07257875
Date of Birth	October 6, 1974
Age	52 years
Nationality	Indian
Qualification	Degree in Electronics and an MBA in Marketing, Executive MBA (Leadership) from the Tuck School of Business, USA
Expertise in specific areas	Enterprise strategy, digital & eCommerce transformation, sales, marketing, general management and senior leadership roles
Date of first appointment	September 28, 2026
Number of shares held in Colgate-Palmolive (India) Limited including beneficial interest	Nil
Name of other Companies in which he holds Directorship (along with listed entities from which the person has resigned in the past three years)	None Mr. Anandani has not resigned from any listed entity during the last three years. However, he has resigned from JNTL Consumer Health (India) Private Limited.
Committee Membership in the Company	Colgate-Palmolive (India) Limited ● Stakeholders' Relationship Committee ● ESG & Corporate Social Responsibility Committee ● Risk Management Committee
Chairperson / Member of the Committee(s) of Board of Directors of other Companies in which he is a Director	None

Relationships between Directors and Key Managerial Personnel inter se	There is no inter-se relationship between Mr. Manish Anandani, other Members of the Board and Key Managerial Personnel of the Company.
Terms and conditions of appointment along with details of remuneration sought to be paid and remuneration last drawn by such a person, if applicable	Appointment as the Managing Director and Chief Executive Officer of the Company for a period of 5 (five) consecutive years effective September 28, 2026 liable to retire by rotation. Detailed terms and conditions, including remuneration as set out in the employment agreement and explanatory statement.
Number of Board meetings attended during the year up to the date of this Notice	Mr. Manish Anandani was entitled to attend 2 Board Meetings and has attended both the Meetings.

By Order of the Board of Directors
For **Colgate-Palmolive (India) Limited**

Place: Mumbai
Date : October 22, 2026

Sd/-

Jaikishan Shah
Company Secretary & Compliance Officer
Membership No: A34948

Annexure II

How do I vote electronically using the NSDL e-Voting system?

The way to vote electronically on NSDL e-Voting system consists of "Two Steps" which are mentioned below:

Step 1: Access to NSDL e-Voting system

A) Login method for e-Voting for Individual shareholders holding securities in demat mode.

In terms of SEBI circular dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.

Login method for Individual shareholders holding securities in demat mode is given below

Type of shareholders	**Login Method**
Individual Shareholders holding securities in demat mode with NSDL.	1. For OTP based login you can click onhttps://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp . You will have to enter your 8-digit DP ID, 8-digit Client Id, PAN No., Verification code and generate OTP. Enter the OTP received on registered email id/mobile number and click on login. After successful authentication, you will be redirected to the NSDL Depository site wherein you can see the e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to the e-Voting website of NSDL for casting your vote during the e-Voting period. 2. Existing **IDeAS** users can visit the e-Services website of NSDL Viz. https://eservices.nsdl.com either on a Personal Computer or on a mobile. On the e-Services home page click on the "**Beneficial Owner"** icon under **"Login"** which is available under **'IDeAS'** section , this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-Voting services under Value added services. Click on **"Access to e-Voting"** under e-Voting services and you will be able to see the e-Voting page. Click on company name or **e-Voting service provider i.e.**

	NSDL and you will be redirected to the e-Voting website of NSDL for casting your vote during the e-Voting period. 3. If you are not registered for IDeAS e-Services, the option to register is available at https://eservices.nsdl.com. Select **"Register Online for IDeAS Portal"** or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp 4. Visit the e-Voting website of NSDL. Open a web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to the NSDL Depository site wherein you can see the e-Voting page. Click on company name or **e-Voting service provider i.e. NSDL** and you will be redirected to the e-Voting website of NSDL for casting your vote during the e-Voting period. 5. Shareholders/Members can also download the NSDL Mobile App "**NSDL Speede**" facility by scanning the QR code mentioned below for seamless voting experience. **NSDL Mobile App is available on** App Store Google Play
Individual Shareholders holding securities in demat mode with CDSL	1. Existing Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The users to login Easi / Easiest are requested to visit CDSL website www.cdslindia.com and click on login icon & New System Myeasi Tab and then use your existing my easi username & password.

	2. After successful login the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the e-Voting is in progress as per the information provided by the company. On clicking the e-Voting option, the user will be able to see the e-Voting page of the e-Voting service provider for casting your vote during the e-Voting period. Additionally, there are also links provided to access the system of all e-Voting Service Providers, so that the user can visit the e-Voting service providers' website directly. 3. If the user is not registered for Easi/Easiest, the option to register is available at CDSL website www.cdslindia.com and click on login & New System Myeasi Tab and then click on registration option. 4. Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from an e-Voting link available on www.cdslindia.com home page. The system will authenticate the user by sending OTP on registered Mobile & Email as recorded in the Demat Account. After successful authentication, users will be able to see the e-Voting option where the e-Voting is in progress and also be able to directly access the system of all e-Voting Service Providers.
Individual Shareholders (holding securities in demat mode) login through their depository participants	1. You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. Upon logging in, you will be able to see the e-Voting option. Click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to the e-Voting website of NSDL for casting your vote during the e-Voting period.

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. NSDL and CDSL

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.com or call at 022 - 4886 7000
Individual Shareholders holding securities in demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at toll free no. 1800-21-09911

B) Login Method for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode.

How to Log-in to the NSDL e-Voting website?

1. Visit the e-Voting website of NSDL. Open a web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile.

2. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section.

3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen.

Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at https://eservices.nsdl.com/ with your existing IDEAS login. Once you log-in to NSDL eservices after using your login credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.

4. Your User ID details are given below

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:

a) For Members who hold shares in a demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12****** then your user ID is IN300***12******.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12********** then your user ID is 12**********
c) For Members holding shares in Physical Form.	EVEN i.e 143387 followed by Folio Number registered with the company. For example if folio number is 001*** and EVEN is 143387 then user ID is 143387001***

5. Password details for shareholders other than Individual shareholders are given below:

a) If you are already registered for e-Voting, then you can use your existing password to login and cast your vote.

b) If you are using the NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.

c) How to retrieve your 'initial password'?

(i) If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'.

(ii) If your email ID is not registered, please follow steps mentioned below in the process **for those shareholders whose email ids are not registered.**

6. If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:

a) Click on "**Forgot User Details/Password**?"(If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com

b) "**Physical User Reset Password**?" (If you are holding shares in physical mode) option available on www.evoting.nsdl.com

c) If you are still unable to get the password by the aforesaid two options, you can send a request at evoting@nsdl.com mentioning your demat account number/folio number, your PAN, your name and your registered address etc.
d) Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.
7. After entering your password, tick on Agree to "Terms and Conditions" by selecting on the check box.
8. Now, you will have to click on the "Login" button.
9. After you click on the "Login" button, Home page of e-Voting will open.

Step 2: Cast your vote electronically on the NSDL e-Voting system.

How to cast your vote electronically on the NSDL e-Voting system?

1. After successful login at Step 1, you will be able to see all the companies "EVEN" in which you are holding shares and whose voting cycle.

2. Select "EVEN" of the company for which you wish to cast your vote during the e-Voting period. Please note that the EVEN generated with respect to this Postal Ballot for Colgate-Palmolive (India) Limited is 143387.

3. Now you are ready for e-Voting as the Voting page opens.

4. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.

5. Upon confirmation, the message "Vote cast successfully" will be displayed.

6. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.

7. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

General Guidelines for shareholders

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to scrutinizer@snaco.net with a copy marked to evoting@nsdl.com. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) can also upload their Board Resolution / Power of Attorney / Authority Letter etc. by clicking on **"Upload Board Resolution / Authority Letter"** displayed under the **"e-Voting"** tab in their login.

2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-Voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the "**Forgot User Details/Password?"** or "Physical User Reset Password?" option available on www.evoting.nsdl.com to reset the password.

3. In case of any queries, you may refer to the Frequently Asked Questions (FAQs) for Shareholders and e-Voting user manual for Shareholders available at the download section of www.evoting.nsdl.com or call on : 022 - 4886 7000 or send a request to Prajakta Pawle at evoting@nsdl.com

Process for those shareholders whose email ids are not registered with the depositories for procuring user id and password and registration of e-mail ids for procuring notice and e-Voting instructions for the resolutions set out in this notice:

1. In case shares are held in physical mode, please provide Name, Folio No., share certificate number, PAN, mobile number and email address and also upload the image of share certificate in PDF or JPEG format (up to 1 MB) at https://web.in.mpms.mufg.com/EmailReg/Email_Register.html

2. Members holding shares in electronic/demat mode, and who have not registered their email address may update the same with their Depository participants. However, Members may temporarily register the same with Company's RTA at aforesaid link by providing details such as Name, DP ID-CLID (16 digit DPID + CLID or 16 digit beneficiary ID), PAN, mobile number and email address.

3. If you are an Individual shareholder holding securities in demat mode, you are requested to refer to the login method explained at step 1 (A) i.e. Login method for e-Voting for Individual shareholders holding securities in demat mode.

4.Alternatively shareholder/members may send a request to evoting@nsdl.com for procuring user id and password for e-Voting by providing above mentioned documents.