

# EXHIBIT TO THE DIRECTORS' REPORT

INFORMATION AS PER SECTION 197 (12) OF THE COMPANIES ACT, 2013 READ WITH THE RULE 5 (2) & (3) OF THE (APPOINTMENT AND REMUNERATION) RULES, 2014 AS AMENDED, AND FORMING PART OF THE DIRECTORS' REPORT FOR THE YEAR ENDED ON MARCH 31, 2021

## A) The name of top 10 employees in terms of remuneration drawn:-

Sr. No.	Name	Designation	Gross Remuneration Drawn (Amount in ₹)	Age (in years)	Date of Commencement of Employment	Qualifications	Experience (in years)	Name of Previous Employer	Nature of Employment
1	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	49,766,864	59	01-Aug-11	B.Com	39	Minda Management Services Limited	Contractual
2	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR & CFO	19,770,797	54	01-Jun-17	CA & CS	36	Minda Management Services Limited	Contractual
3	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	18,410,434	51	06-Jan-20	B.S(Cheical Engineering), MBA &MS	28	Self-Employment	Contractual
4	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	14,788,752	53	18-May-20	MBA in Marketing & Finance	30	Lohia Corp Limited	Contractual
5	MR. R. LAXMAN	EXECUTIVE DIRECTOR & GROUP CFO (UPTO 31.12.2020)	13,289,490	53	04-May-17	ICWA & MBA	27	Minda Management Services Limited	Contractual
6	MR. ASHIM VOHRA	HEAD – OPERATIONS	11,254,856	57	01-Aug-14	TRTC	35	Minda Management Services Limited	Contractual
7	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	15,124,008	51	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	30	JTEKT India	Contractual
8	MR. VIKAS THAPA	GROUP CHIEF HUMAN RESOURCE OFFICER	10,045,649	55	10-Feb-20	MBA PGDM	28	Cummins India	Contractual
9	MR. SURESH D	CEO, SMIT & GROUP CTO	9,733,173	48	03-Mar-16	B.E.Electronic & Communication	27	Bosch Ltd	Contractual
10	MR. SRINIVAS ARAVAPALLI	CHIEF ADVISOR	9,671,159	58	05-Feb-20	Masters in Automotive Electronics	33	Mahindra & Mahindra	Contractual



**B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2021 AND WAS IN RECEIPT OF REMUNERATION FOR THAT FINANCIAL YEAR, IN THE AGGREGATE, WAS NOT LESS THAN ONE CRORE TWO LAKH RUPEES:-**

Sr. No.	Name	Designation	Gross Remuneration Drawn (Amount in ₹)	Age (in years)	Date of Commencement of Employment	Qualifications	Experience (in years)	Name of Previous Employer	Nature of Employment
1	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	49,766,864	59	01-Aug-11	B.Com	39	Minda Management Services Limited	Contractual
2	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR & CFO	19,770,797	54	01-Jun-17	CA & CS	36	Minda Management Services Limited	Contractual
3	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	18,410,434	53	06-Jan-20	B.S(Cheical Engineering), MBA & MS	28	Self-Employment	Contractual
4	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	14,788,752	53	18-May-20	MBA in Marketing & Finance	30	Lohia Corp Limited	Contractual
5	MR. R. LAXMAN	EXECUTIVE DIRECTOR & GROUP CFO (UPTO 31.12.2020)	13,289,490	53	04-May-17	ICWA & MBA	27	Minda Management Services Limited	Contractual
6	MR. ASHIM VOHRA	HEAD – OPERATIONS	11,254,856	57	01-Apr-20	TRTC	35	Minda Management Services Limited	Contractual
7	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	15,124,008	51	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	30	JTEKT India	Contractual

**C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2021 AND WAS IN RECEIPT OF REMUNERATION FOR ANY PART OF THAT YEAR, AT A RATE WHICH, IN THE AGGREGATE, WAS NOT LESS THAN EIGHT LAKH AND FIFTY THOUSAND PER MONTH :-**

Sr. No.	Name	Designation	Gross Remuneration Drawn (Amount in ₹)	Age (in years)	Date of Commencement of Employment	Qualifications	Experience (in years)	Name of Previous Employer	Nature of Employment
1	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	14,788,752	53	18-May-20	MBA in Marketing & Finance	30	Lohia Corp Limited	Contractual
2	MR. R. LAXMAN	EXECUTIVE DIRECTOR & GROUP CFO (UPTO 31.12.2020)	13,289,490	53	04-May-17	ICWA & MBA	27	Minda Management Services Limited	Contractual
3	MR. ASHIM VOHRA	HEAD – OPERATIONS	11,254,856	57	01-Apr-20	TRTC	35	Minda Management Services Limited	Contractual
4	MR. BIRANCHI MOHAPATRA	CEO, BUSINESS VERTICAL-II	7,036,157	51	07-Dec-20	B.Tech Mechanical	29	Plastic Omnium	Contractual
5	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	6,005,091	32	05-Nov-20	BBA & MBA	8	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
6	MR. SANJAY KUMAR GUPTA	DEPUTY CFO	5,260,523	51	07-Oct-20	CA,CS & CMA	25	Jindal Stainless Ltd. Group (JSL Group)	Contractual

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2021 OR PART THEREOF WAS IN RECEIPT OF REMUNERATION IN THAT YEAR WHICH, IN THE AGGREGATE, OR AS THE CASE MAY BE, AT A RATE WHICH, IN THE AGGREGATE IS IN EXCESS OF THAT DRAWN BY THE MANAGING DIRECTOR OR WTD OR MANAGER AND HOLDS BY HIMSELF OR ALONG WITH HIS SPOUSE AND DEPENDENT CHILDREN, NOT LESS 2% OF THE EQUITY SHARES OF THE COMPANY:

Sr. No.	Name	Designation	Gross Remuneration Drawn (Amount in ₹)	Age (in years)	Date of Commencement of Employment	Qualifications	Experience (in years)	Name of Previous Employer	Nature of Employment
NIL									

**NOTES:**

- 1) The nature of employment in all above cases is contractual as per the rules and conditions of the Company.
- 2) Remuneration includes basic salary, allowances, perquisites, contribution to provident fund and other funds as per Company Policy including Stock Options.
- 3) None of the employee except Mr. Ashok Minda own more than 2% of the equity shares of the Company as on March 31, 2021.
- 4) Aakash Minda is the son the of Mr. Ashok Minda.
- 5) The above remuneration paid to Mr. Ashok Minda includes commission on profit, which is variable in nature.