

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, 2020

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

Sl. No.	Name	Designation	Gross Remuneration Drawn (In Rs.)	Age (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	3,35,01,851	59	01/08/2011	B. Com	38	Minda Management services Ltd	Contractual
2	Mr. N.K. Modi	CEO, Business Vertical – II (Information & Connected Systems)	2,17,45,392	53	01/06/2017	CA	35	Minda Management Services Limited	Contractual
3	Mr. Laxman Ramnarayan	Executive Director & Group CFO	2,10,36,596	52	04/05/2017	ICWA & MBA	26	Minda Management Services Limited	Contractual
4	Mr. Sudhir Kashyap	Executive Director & CEO	1,88,81,488	55	01/04/2013 and Executive director w.e.f. 05/05/2013	Mechanical Engineering & MBA	30	Minda International Ltd	Contractual
5	Mr. Suresh D	CEO –SMIT & Group CTO	1,27,28,912	48	03/03/2016	B.E Electronic & Communication Engineering	26	Bosch Ltd	Contractual
6	Mr. Ashim Vohra	Group Manufacturing Excellence Officer	1,13,29,334	56	01/08/2014	TRTC	34	Minda Management Services Ltd	Contractual
7	Mr. Arvind Chandra	CEO, Business Vertical - I (Mechatronics)	89,71,583	50	06/01/2020	B.S(Chemical Engineering), M.B.A & M.S		Self-Employment	Contractual
8	Mr. Narender Kumar Taneja	Group Chief Marketing Officer	80,85,708	59	03/04/2006	B.COM, ICWAI & CS	26	Minda Management Services Limited	Contractual
9	Sanjeev Saxena	CEO- Wiring Harness Division	76,06,524	53	15/06/2015	B.E. (Electrical)	28	Minda SAI Limited	Contractual
10	Anil Kumar Maheshwari	Head Quality Excellence (Mechatronics)	74,95,308	58	01/07/2018	Diploma in Mechanical Engineering, 1982	38	Minda Management Services Limited	Contractual

B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2020 AND WAS IN RECEIPT OF REMUNERATION FOR THAT FINANCIAL YEAR, IN THE AGGREGATE, WAS NOT LESS THAN ONE CRORE TWO LAKH RUPEES:-

Sl. No.	Name	Designation	Gross Remuneration Drawn (In Rs.)	Age (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	3,68,91,989	59	01/08/2011	B. Com	38	Minda Management services Ltd	Contractual
2	Mr. N.K. Modi	CEO, Business Vertical – II (Information & Connected Systems)	2,17,45,392	53	01/06/2017	CA	35	Minda Management Services Limited	Contractual
3	Mr. Laxman Ramnarayan	Executive Director & Group CFO	2,10,36,596	52	04/05/2017	ICWA & MBA	26	Minda Management Services Limited	Contractual
4	Mr. Sudhir Kashyap	Executive Director & CEO	1,88,81,488	55	01/04/2013 and Executive director w.e.f. 05/05/2013	Mechanical Engineering & MBA	30	Minda International Ltd	Contractual
5	Mr. Suresh D	CEO –SMIT & Group CTO	1,27,28,912	48	03/03/2016	B.E Electronic & Communication Engineering	26	Bosch Ltd	Contractual
6	Mr. Ashim Vohra	Group Manufacturing Excellence Officer	1,13,29,334	56	01/08/2014	TRTC	34	Minda Management Services Ltd	Contractual

C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2020 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:-

Sl. No.	Name	Designation	Gross Remuneration Drawn (In Rs.)	Age (Years)	Date of commencement of employment	Qualifications	Experience in (Years)	Name of Previous Employer
1	Mr. Sudhir Kashyap	Executive Director & CEO	1,88,81,488	55	01/04/2013 and Executive director w.e.f. 05/05/2013	Mechanical Engineering & MBA	30	Minda International Ltd
2	Mr. Narender Kumar Taneja	Group Chief Marketing Officer	80,85,708	59	03/04/2006	B.COM, ICWAI & CS	26	Minda Management Services Limited

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2020 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:

Sl. No.	Name	Designation	Gross Remuneration Drawn (In Rs.)	Age (Years)	Date of commencement of employment	Qualifications	Experience in (Years)	Name of Previous Employer
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, 2020.
- 4) No employee is relative of any director or manager of the Company.
- 5) The above remuneration paid to Mr. Ashok Minda includes commission on profit, which is variable in nature.

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