

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, 2019

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	4,82,10,940	57	01/08/2011	B. Com	37	Minda Management services Ltd	Contractual
2	Mr. Sudhir Kashyap	Executive Director & CEO	3,35,62,442	54	01/04/2013 and Executive director w.e.f. 05/05/2013	Mechanical Engineering & MBA	29	Minda International Ltd	Contractual
3	Mr. Narender Kumar Taneja	Group Chief Marketing Officer	2,81,58,380	58	03/04/2006	B.COM, ICWAI & CS	25	Minda Management Services Limited	Contractual
4	Mr. N.K. Modi	President - GCEO Office	2,72,62,041	52	01/06/2017	CA	34	Minda Management Services Limited	Contractual
5	Mr. Laxman Ramnarayan	Group President Finance	2,66,47,434	51	04/05/2017	ICWA & MBA	25	Minda Management Services Limited	Contractual
6	Mr. Sanjeev Saxena	CEO- Wiring Harness Division	2,46,70,563	52	15/06/2015	B.E. (Electrical)	29	Minda SAI Limited	Contractual
7	Mr. Ashim Vohra	COO-BV-1	1,62,83,588	55	01/08/2014	TRTC	33	Minda Management Services Ltd	Contractual
8	Mr. Suresh D	CEO –SMIT & Group CTO	1,06,98,337	47	03/03/2016	B.E Electronic & Communication Engineering	25	Bosch Ltd	Contractual
9	Mr. Sanjay Aneja	CFO	1,00,19,002	54	01/04-2013	B.Com, CA, CS	30	Minda Management Services Ltd	Contractual
10	Mr. Hardeep Singh Arora	Head-Engineering (Mechatronics)	78,58,823	57	05-04-2018	TRTC & DM	30	Minda Management Services Ltd	Contractual

B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2019 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	4,82,10,940	57	01/08/2011	B. Com	37	Minda Management services Ltd	Contractual
2	Mr. Sudhir Kashyap	Executive Director & CEO	3,35,62,442	54	01/04/2013 and Executive director w.e.f. 05/05/2013	Mechanical Engineering & MBA	29	Minda International Ltd	Contractual
3	Mr. Narender Kumar Taneja	Group Chief Marketing Officer	2,81,58,380	58	03/04/2006	B.COM, ICWAI & CS	25	Minda Management Services Limited	Contractual
4	Mr. N.K. Modi	President - GCEO Office	2,72,62,041	52	01/06/2017	CA	34	Minda Management Services Limited	Contractual
5	Mr. Laxman Ramnarayan	Group President Finance	2,66,47,434	51	04/05/2017	ICWA & MBA	25	Minda Management Services Limited	Contractual
6	Mr. Sanjeev Saxena	CEO- Wiring Harness Division	2,46,70,563	52	15/06/2015	B.E. (Electrical)	29	Minda SAI Limited	Contractual
7	Mr. Ashim Vohra	COO-BV-1	1,62,83,588	55	01/08/2014	TRTC	33	Minda Management Services Ltd	Contractual
8	Mr. Suresh D	CEO -SMIT & Group CTO	1,06,98,337	47	03/03/2016	B.E Electronic & Communication Engineering	25	Bosch Ltd	Contractual

C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2019 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
NIL								

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2019 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, 2019.
- 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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