

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, 2024

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

Sr. No.	Name	Designation	Gross Remuneration Drawn	Age (in yrs)	Date of Commencement	Qualifications Experience (in years) of Employment		Name of Previous Employer	Nature of Employment
(Amount in ₹)									
1.	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	10,45,51,637	61	01-May-20	B. Com	41	Minda Management Services Limited	Contractual
2.	MR. VINOD RAHEJA	GROUP CFO	3,78,08,398	55	05-Jan-22	CA & B. Com	30	JCB India Ltd	Contractual
3.	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	3,63,10,937	53	06-Jan-20	B.S(Cheical Engineering), MBA &MS	29	Self-Employment	Contractual
4.	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	2,27,13,234	33	05-Nov-20	BBA & MBA	10	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
5.	AJAY KUMAR SINGHROHA	GROUP CHIEF HUMAN RESOURCES OFFICER	2,08,16,202	48	03-Oct-22	MBA	26	HINDUSTAN ZINC LIMITED	Contractual
6.	MR. SURESH D	CEO, SMIT & GROUP CTO	1,99,27,988	50	03-Mar-16	B. E. Electronic & Communication	29	Bosch Ltd	Contractual
7.	MR. ASHIM VOHRA	HEAD – OPERATIONS	1,72,71,891	59	01-Apr-20	TRTC (Diploma – Mechanical)	36	Minda Management Services Limited	Contractual
8.	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	1,49,28,624	56	01-Jun-17	CA & CS	37	Minda Management Services Limited	Contractual
9.	MR. NEERAJ SHARMA	GROUP CHIEF MARKETING OFFICER	1,35,56,614	54	10-Jul-23	B.E. (Industrial Engineering)	30	Furukawa Minda Electric Pvt. Ltd.	Contractual
10.	MR. SUMIT DOSEJA	CEO	1,34,10,374	50	3-Mar-23	MBA (Operations Management)	28	SAI GROUP	Contractual

B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2024 AND WAS IN RECEIPT OF REMUNERATION FOR THAT FINANCIAL YEAR, IN THE AGGREGATE, WAS NOT LESS THAN ONE CRORE TWO LAKH RUPEES: -

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Sr. No.	Name	Designation	Gross Remuneration Drawn	Age (in yrs)	Date of Commencement	Qualifications Experience (in years) of Employment	Name of Previous Employer	Nature of Employment	
(Amount in ₹)									
1.	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	10,45,51,637	61	01-May-20	B. Com	41	Minda Management Services Limited	Contractual
2.	MR. VINOD RAHEJA	GROUP CFO	3,78,08,398	55	05-Jan-22	CA & B. Com	30	JCB India Ltd	Contractual
3.	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	3,63,10,937	53	06-Jan-20	B.S(Cheical Engineering), MBA &MS	29	Self-Employment	Contractual
4.	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	2,27,13,234	33	05-Nov-20	BBA & MBA	10	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
5.	AJAY KUMAR SINGHROHA	GROUP CHIEF HUMAN RESOURCES OFFICER	2,08,16,202	48	03-Oct-22	MBA	26	HINDUSTAN ZINC LIMITED	Contractual
6.	MR. SURESH D	CEO, SMIT & GROUP CTO	1,99,27,988	50	03-Mar-16	B. E. Electronic & Communication	29	Bosch Ltd	Contractual
7.	MR. ASHIM VOHRA	HEAD – OPERATIONS	1,72,71,891	59	01-Apr-20	TRTC (Diploma – Mechanical)	36	Minda Management Services Limited	Contractual
8.	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	1,49,28,624	56	01-Jun-17	CA & CS	37	Minda Management Services Limited	Contractual
9.	MR. NEERAJ SHARMA	GROUP CHIEF MARKETING OFFICER	1,35,56,614	54	10-Jul-23	B.E. (Industrial Engineering)	30	Furukawa Minda Electric Pvt. Ltd.	Contractual
10.	MR. SUMIT DOSEJA	CEO	1,34,10,374	50	3-Mar-23	MBA (Operations Management)	28	SAI GROUP	Contractual
11.	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	1,11,56,500	53	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	31	JTEKT India	Contractual

D. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2024 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 FIFTYTHOUSAND PER MONTH: -

Sr. No.	Name	Designation	Gross Remuneration Drawn	Age (in years)	Date of Commencement	Qualifications Experience (in years) of Employment	Name of Previous Employer	Nature of Employment	
(Amount in ₹)									
1.	MR. NEERAJ SHARMA	GROUP CHIEF MARKETING OFFICER	1,35,56,614	54	10-Jul-23	B.E. (Industrial Engineering)	30	Furukawa Minda Electric Pvt. Ltd.	Contractual
2.	MR. MANEESH SHARADRAO SATARKAR	BUSINESS HEAD - DCD	71,47,605	52	25-Dec-23	Diploma (Mechanical Engineering) + MBA (Marketing)	30	Advik Hi-Tech Pvt. Ltd	Contractual
3.	MR. SAMEER SHARMA	HEAD – CORPORATE STRATEGY & PLANNING	39,73,724	47	01-Feb-24	B.E. (Production) + MBA (Finance & Marketing)	26	Stellantis (PCA Motors)	Contractual

E. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2024 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	Age (in years)	Date of Commencement of Employment	Qualifications (in years)	Experience	Name of Previous Employer	Nature of Employment
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(Amount in ₹)

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, 2024.
- 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.