

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, 2025

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

Sr. No.	Name	Designation	Gross Remuneration Drawn	Age (in yrs)	Date of Qualifications	Experience (in years) of Employment	Commencement	Name of Previous Employer	Nature of Employment
(Amount in ₹)									
1.	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	12,21,58,651	64	01-May-20	B. Com	42	Minda Management Services Limited	Contractual
2.	MR. VINOD RAHEJA	GROUP CFO	3,30,40,980	57	05-Jan-22	CA & B. Com	32	JCB India Ltd	Contractual
3.	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	2,61,13,974	59	01-Jun-17	CA & CS	38	Minda Management Services Limited	Contractual
4.	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	2,48,39,151	36	05-Nov-20	BBA & MBA	8	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
5.	AJAY KUMAR SINGHROHA	GROUP CHIEF HUMAN RESOURCES OFFICER	2,41,05,618	51	03-Oct-22	MBA	28	HINDUSTAN ZINC LIMITED	Contractual
6.	MR. SURESH D	CEO, SMIT & GROUP CTO	2,33,40,962	53	03-Mar-16	B. E. Electronic & Communication	30	Bosch Ltd	Contractual
7.	MR. ASHIM VOHRA	HEAD – OPERATIONS	2,09,06,767	61	01-Apr-20	TRTC (Diploma – Mechanical)	38	Minda Management Services Limited	Contractual
8.	MR. DEEPAK ARORA	CEO	1,78,41,183	51	4-Feb-08	PGD (Production & Operations Management)	30	Motherson Sumi System Limited	Contractual
9.	MR. SUMIT DOSEJA	CEO	1,72,57,152	52	3-Mar-23	MBA (Operations Management)	30	SAI GROUP	Contractual
10.	MR. JOY PRAKASH PANDA	BUSINESS HEAD	1,53,56,720	47	7-Sep-20	PGD (Operations Management)	20	Anand & Anand MD LLP	Contractual

B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2025 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	Age (in yrs)	Date of Qualifications	Experience (in years) of Employment	Commencement	Name of Previous Employer	Nature of Employment
(Amount in ₹)									
1.	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	12,21,58,651	64	01-May-20	B. Com	42	Minda Management Services Limited	Contractual
2.	MR. VINOD RAHEJA	GROUP CFO	3,30,40,980	57	05-Jan-22	CA & B. Com	32	JCB India Ltd	Contractual
3.	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	2,61,13,974	59	01-Jun-17	CA & CS	38	Minda Management Services Limited	Contractual
4.	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	2,48,39,151	36	05-Nov-20	BBA & MBA	8	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
5.	AJAY KUMAR SINGHROHA	GROUP CHIEF HUMAN RESOURCES OFFICER	2,41,05,618	51	03-Oct-22	MBA	28	HINDUSTAN ZINC LIMITED	Contractual
6.	MR. SURESH D	CEO, SMIT & GROUP CTO	2,33,40,962	53	03-Mar-16	B. E. Electronic & Communication	30	Bosch Ltd	Contractual
7.	MR. ASHIM VOHRA	CEO	2,09,06,767	61	01-Apr-20	TRTC (Diploma – Mechanical)	38	Minda Management Services Limited	Contractual
8.	MR. DEEPAK ARORA	CEO	1,78,41,183	51	4-Feb-08	PGD (Production & Operations Management)	30	Motherson Sumi System Limited	Contractual
9.	MR. SUMIT DOSEJA	CEO	1,72,57,152	52	3-Mar-23	MBA (Operations Management)	30	SAI GROUP	Contractual
10.	MR. JOY PRAKASH PANDA	BUSINESS HEAD	1,53,56,720	47	7-Sep-20	PGD (Operations Management)	20	Anand & Anand MD LLP	Contractual
11.	MR. MANEESH SHARADRAO SATARKAR	BUSINESS HEAD - DCD	1,52,50,058	53	25-Dec-23	Diploma (Mechanical Engineering) & MBA (Marketing)	30	Advik Hi-Tech Pvt. Ltd	Contractual
12.	MR. NEERAJ SHARMA	GROUP CHIEF MARKETING OFFICER	1,43,65,026	55	10-Jul-23	B.E. (Industrial Engineering)	30	Furukawa Minda Electric Pvt. Ltd.	Contractual
13.	MR. SAMEER SHARMA	HEAD – CORPORATE STRATEGY & PLANNING	1,37,96,469	49	01-Feb-24	B.E. (Production Engineering) & MBA (Finance & Marketing)	26	Stellantis (PCA Motors)	Contractual
14.	SURESH MARIAPPAN	HEAD – ADVANCE ENGINEERING	1,15,16,889	50	26-Feb-20	B.E. (Electricals & Electronics Engineering) & MBA (Finance)	26	Pricol Limited	Contractual
15.	VIJAY KUMAR SHARMA	HEAD – ADVANCE ENGINEERING - DIS	1,13,85,408	43	17-Oct-22	B.E. (Electronics & Communication)	20	Ushin India Private Limited	Contractual

C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2025 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 yrs)	Date of Commencement	Qualifications Experience (in years) of Employment	Commencement	Name of Previous Employer	Nature of Employment
(Amount in ₹)									
1.	MR. YEONG MOG KIM	LEAD – REGIONAL MARKETING	63,00,000	61	1-Sep-24	Mechanical Engineering	32	Mando Career	Contractual
2.	MR. TAKAYUKI OTA	SR. DIRECTOR - ENGINEERING	14,00,726	53	1-Mar-25	Functional Materials Engineering	30	Suzuki Motor Corporation Japan	Contractual

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2025 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, 2025.
- 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.