

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, 2026

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

S.No	Name	Designation	Gross Remuneration Drawn	Age (In Yrs)	Date of Commencement Of Employment	Qualification	Experience (In Years)	Name Of Previous Employer	Nature Of Employment
			<u>(Amount In ₹)</u>						
1	Mr. Ashok Minda	Chairman And Group CEO	13,26,74,913	64	01-May-20	B. Com	43	Minda Management Services Limited	Contractual
2	Mr. Ajay Agarwal	Group CEO	9,31,00,695	49	14-May-25	CA & LLM	23	Vedanta Limited	Contractual
3	Mr. Vinod Raheja	Group CEO	3,01,88,059	57	05-Jan-22	CA & B. Com	33	JCB India Ltd	Contractual
4	Mr. Akash Minda	Executive Director	2,91,56,147	36	05-Nov-20	BDA & MBA	9	Minda KTSN Plastic Solutions GMBH Co. Kg	Contractual
5	Mr. Naresh Kumar Modi	Executive Director	2,86,06,972	59	01-Jun-17	CA & CS	39	Minda Management Services Limited	Contractual
6	Mr. Hitendra Narain Mishra	CEO, DCD	2,77,63,256	55	01-May-25	PGDM & BASc	33	Bharat Gears Ltd	Contractual
7	Mr. Ajay Kumar Singhroha	Group Chief Human Resources Officer	2,47,55,820	51	03-Oct-22	MBA	29	Hindustan Zinc Limited	Contractual
8	Mr. Suresh D	CEO, SMIT & Group CTO	2,31,20,001	53	03-Mar-16	B. E. Electronic & Communication	31	Bosch Ltd	Contractual
9	Mr. Takayuki Ota	Sr. Director – Engineering	1,93,48,595	54	01-Mar-25	Functional Materials Engineering	31	Suzuki Motor Corporation Japan	Contractual
10	Mr. Joy Prakash Panda	CEO, CD Gr. Noida	1,85,69,045	47	7-Sep-20	PGD (Operations Management)	20	Anand & Anand Md LLP	Contractual

B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2026 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 Commencement Of Employment	Qualification	Experience (In Years)	Name Of Previous Employer	Nature Of Employment
(Amount In ₹)									
1	Mr. Ashok Minda	Chairman And Group CEO	13,26,74,913	64	01-May-20	B.Com	43	Minda Management Services Limited	Contractual
2	Mr. Ajay Agarwal	Group CFO	9,31,00,695	49	14-May-25	CA & LLM	23	Vedanta Limited	Contractual
3	Mr. Vinod Raheja	Group CFO	3,01,88,059	57	05-Jan-22	CA & B. Com	33	JCB India Ltd	Contractual
4	Mr. Akash Minda	Executive Director	2,91,56,147	36	05-Nov-20	BBA & MBA	9	Minda KTSN Plastic Solutions GMBH Co. Kg	Contractual
5	Mr. Naresh Kumar Modi	Executive Director	2,86,06,972	59	01-Jun-17	CA & CS	39	Minda Management Services Limited	Contractual
6	Mr. Hitendra Narain Mishra	CEO, DCD	2,77,63,256	55	01-May-25	PGDM & BASc	33	Bharat Gears Ltd	Contractual
7	Mr. Ajay Kumar Singhroha	Group Chief Human Resources Officer	2,47,55,820	51	03-Oct-22	MBA	29	Hindustan Zinc Limited	Contractual
8	Mr. Suresh D	CEO, Smit & Group CTO	2,31,20,001	53	03-Mar-16	B. E. Electronic & Communication	31	Bosch Ltd	Contractual
9	Mr. Takayuki Ota	Sr. Director – Engineering	1,93,48,595	54	01-Mar-25	Functional Materials Engineering	31	Suzuki Motor Corporation Japan	Contractual
10	Mr. Joy Prakash Panda	CEO, CD Gr. Noida	1,85,69,045	47	7-Sep-20	PGD (Operations Management)		Anand & Anand Md LLP	Contractual
11	Mr. Sumit Doseja	CEO	1,53,77,730	53	3-Mar-23	MBA (Operations Management)	31	Sai Group	Contractual
12	Mr. Sameer Sharma	Head - Corporate Strategy & Planning	1,44,67,502	49	01-Feb-24	B.E. (Production Engineering) & MBA (Finance & Marketing)	27	Stellantis (PCA Motors)	Contractual
13	Mr. Ashim Vohra	CEO	1,42,61,562	62	01-Apr-20	TRTC (Diploma – Mechanical)	39	Minda Management Services Limited	Contractual
14	Mr. Deepak Arora	CEO	1,40,76,397	51	4-Feb-08	PGD (Production & Operations Management)	31	Motherson Sumi System Limited	Contractual
15	Mr. Suresh Mariappan	Head – Advance Engineering	1,32,91,450	51	26-Feb-20	B.E. (Electricals & Electronics Engineering) & MBA (Finance)	27	Pricol Limited	Contractual
16	Mr. Sunil Goel	CEO, BV IV (AMD)	1,23,88,431	45	01-Jul-03	B.Com (Hons) & MBA	22		Contractual
17	Mr. Yeong Mog Kim	Lead – Regional Marketing	1,20,96,000	61	1-Sep-24	Mechanical Engineering	33	Mando Career	Contractual
18	Mr. Vijay Kumar Sharma	Head – Advance Engineering – (Dis + HUD)	1,19,89,045	43	17-Oct-22	B.E. (Electronics & Communication)	21	Ushin India Private Limited	Contractual
19	Ms. Suganya Subburaj	Vice President	1,10,33,859	47	04-Nov-22	BE	25	Bosch Technology Exposition	Contractual

C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2026 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 of Employment	Qualification	Experience (in years)	Name of Previous Employer	Nature of Employment
(Amount in ₹)									
1	Mr. Ajay Agarwal	GROUP CFO	9,31,00,695	49	14-May-25	CA & LLM	23	Vedanta Limited	Contractual
2	Mr. Hitendra Narain Mishra	CEO, DCD	2,77,63,256	55	01-May-25	PGDM & BASc	33	Bharat Gears Ltd	Contractual

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2026 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, 2026.
- 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.