

**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, 2023

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)	Employment	Name of Previous Employer	Nature of Employment
<b>(Amount in ₹)</b>									
1	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	7,98,74,619	61	01-May-20	B. Com	40	Minda Management Services Limited	Contractual
2	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	3,77,83,792	53	06-Jan-20	B.S(Cheical Engineering), MBA &MS	29	Self-Employment	Contractual
3	MR. BIRANCHI NARAYAN MOHAPTRA	CEO, BUSINESS VERTICAL-II	2,86,36,180	53	07-Dec-20	B. Tech Mechanical	30	Plastic Omnium	Contractual
4	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	2,82,62,372	55	18-May-20	MBA in Marketing & Finance	31	Lohia Corp Limited	Contractual
5	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	1,82,52,336	53	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	31	JTEKT India	Contractual
6	MR. VINOD RAHEJA	GROUP CFO	1,82,32,217	55	05-Jan-22	CA & B. Com	29	JCB India Ltd	Contractual
7	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	1,80,57,196	33	05-Nov-20	BBA & MBA	9	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
8	MR. ASHIM VOHRA	HEAD – OPERATIONS	1,49,05,776	59	01-Apr-20	TRTC (Diploma – Mechanical)	36	Minda Management Services Limited	Contractual
9	MR. SURESH D	CEO, SMIT & GROUP CTO	1,46,12,876	50	03-Mar-16	B. E. Electronic & Communication	28	Bosch Ltd	Contractual
10	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	1,37,80,066	56	01-Jun-17	CA & CS	37	Minda Management Services Limited	Contractual

**B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2023 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 (Amount in ₹)	Age (in yrs)	Date of Commencement	Qualifications Experience (in years) of Employment	Name of Previous Employer	Nature of Employment	
1	MR. ASHOK MINDA	CHAIRMAN AND GROUP CEO	7,98,74,619	61	01-May-20	B. Com	40	Minda Management Services Limited	Contractual
2	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	3,77,83,792	53	06-Jan-20	B.S(Cheical Engineering), MBA & MS	29	Self-Employment	Contractual
3	MR. BIRANCHI NARAYAN MOHAPTRA	CEO, BUSINESS VERTICAL-II	2,86,36,180	53	07-Dec-20	B. Tech Mechanical	30	Plastic Omnium	Contractual
4	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	2,82,62,372	55	18-May-20	MBA in Marketing & Finance	31	Lohia Corp Limited	Contractual
5	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	1,82,52,336	53	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	31	JTEKT India	Contractual
6	MR. VINOD RAHEJA	GROUP CFO	1,82,32,217	55	05-Jan-22	CA & B. Com	29	JCB India Ltd	Contractual
7	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	1,80,57,196	33	05-Nov-20	BBA & MBA	9	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
8	MR. ASHIM VOHRA	HEAD – OPERATIONS	1,49,05,776	59	01-Apr-20	TRTC (Diploma – Mechanical)	36	Minda Management Services Limited	Contractual
9	MR. SURESH D	CEO, SMIT & GROUP CTO	1,46,12,876	50	03-Mar-16	B. E. Electronic & Communication	28	Bosch Ltd	Contractual
10	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	1,37,80,066	56	01-Jun-17	CA & CS	37	Minda Management Services Limited	Contractual
11.	ROMI JATTA	GROUP CHIEF PURCHASING OFFICER	1,25,18,931	48	01-Mar-22	B.E. in Electronics & Communication	23	Philips Healthcare	Contractual
12.	ANSHUL SAXENA	PRESIDENT GROUP STRATEGY	1,12,26,216	42	24-Jan-22	MBA	19	Krishna Maruti Limited	Contractual

**C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2023 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 (Amount in ₹)	Age (in years)	Date of Commencement of Employment	Qualifications Experience (in years)	Name of Previous Employer	Nature of Employment	
1	AJAY KUMAR SINGHROHA	GROUP CHIEF HUMAN RESOURCES OFFICER	1,14,93,085	48	03-Oct-22	MBA	25	HINDUSTAN ZINC LIMITED	Contractual
2	SANJAY GUPTA	PRESIDENT & CEO	1,01,35,360	48	24-Nov-22	MBA	27	NXP Semi-Conductor Limited	Contractual
3	SUMIT DOSEJA	CEO	9,78,488	50	3-Mar-23	MBA – Operations Management	27	SAI GROUP	Contractual

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2023 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	Experience (in years)	Name of Previous Employer	Nature of Employment
(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, 2023.
- 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.