

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, 2022

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

Sr. No.	Name	Designation	Gross Remuneration Drawn (Amount in Rs.)	Age (in years)	Date of Commencement of Employment	Qualification	Experience (in years)	Name of Previous Employer	Nature of Employment
1	MR. ASHOK MINDA	CHAIRMAN & GROUP CEO	7,78,01,329	60	01-Aug-11	B. Com	40	Minda Management Services Limited	Contractual
2	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	2,83,28,461	55	01-Jun-17	CA & CS	37	Minda Management Services Limited	Contractual
3	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	2,97,57,236	52	06-Jan-20	B.S(Cheical Engineering), MBA &MS	29	Self-Employment	Contractual
4	MR. BIRANCHI NARAYAN MOHAPTRA	CEO, BUSINESS VERTICAL-II	2,45,17,827	52	07-Dec-20	B. Tech Mechanical	30	Plastic Omnium	Contractual
5	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	2,11,45,719	54	18-May-20	MBA in Marketing & Finance	31	Lohia Corp Limited	Contractual
6	MR. ASHIM VOHRA	HEAD – OPERATIONS	1,71,44,637	58	01-Apr-20	TRTC	36	Minda Management Services Limited	Contractual
7	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	1,50,74,113	32	05-Nov-20	BBA & MBA	9	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
8	MR. VIKAS THAPA	GROUP CHIEF HUMAN RESOURCE OFFICER	1,45,15,467	56	10-Feb-20	MBA PGDM	29	Cummins India	Contractual
9	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	1,48,42,447	52	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	31	JTEKT India	Contractual
10	MR. SURESH D	CEO, SMIT & GROUP CTO	1,24,38,658	49	03-Mar-16	B.E.Electronic & Communication	28	Bosch Ltd	Contractual

B. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2022 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 Rs.)	Age (in years)	Date of Commencement of Employment	Qualification	Experience (in years)	Name of Previous Employer	Nature of Employment
1	MR. ASHOK MINDA	CHAIRMAN & GROUP CEO	7,78,01,329	60	01-Aug-11	B. Com	40	Minda Management Services Limited	Contractual
2	MR. NARESH KUMAR MODI	EXECUTIVE DIRECTOR	2,83,28,461	55	01-Jun-17	CA & CS	37	Minda Management Services Limited	Contractual
3	MR. ARVIND CHANDRA	CEO, BUSINESS VERTICAL-I (MECHATRONICS)	2,97,57,236	52	06-Jan-20	B.S(Chemical Engineering), MBA &MS	29	Self-Employment	Contractual
4	MR. BIRANCHI NARAYAN MOHAPTRA	CEO, BUSINESS VERTICAL-II	2,45,17,827	52	07-Dec-20	B. Tech Mechanical	30	Plastic Omnium	Contractual
5	MR. NEERAJ SHARAN	CEO, BUSINESS VERTICAL-IV	2,11,45,719	54	18-May-20	MBA in Marketing & Finance	31	Lohia Corp Limited	Contractual
6	MR. ASHIM VOHRA	HEAD – OPERATIONS	1,71,44,637	58	01-Apr-20	TRTC	36	Minda Management Services Limited	Contractual
7	MR. AAKASH MINDA	EXECUTIVE DIRECTOR	1,50,74,113	32	05-Nov-20	BBA & MBA	9	Minda KTSN Plastic Solutions GmbH Co. KG	Contractual
8	MR. VIKAS THAPA	GROUP CHIEF HUMAN RESOURCE OFFICER	1,45,15,467	56	10-Feb-20	MBA PGDM	29	Cummins India	Contractual
9	MR. NEERAJ MAHAJAN	GROUP CHIEF MARKETING OFFICER	1,48,42,447	52	02-Jan-20	PG Diploma in Mart.& Sales, I&R, Diploma in Financial Mgmt.	31	JTEKT India	Contractual
10	MR. SURESH D	CEO, SMIT & GROUP CTO	1,24,38,658	49	03-Mar-16	B.E.Electronic & Communication	28	Bosch Ltd	Contractual

C. EMPLOYED FOR A PART OF THE FINANCIAL YEAR ENDED ON MARCH 31, 2022 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: -

Sr. No.	Name	Designation	Gross Remuneration Drawn (Amount in Rs.)	Age (in years)	Date of Commencement of Employment	Qualification	Experience (in years)	Name of Previous Employer	Nature of Employment
1.	MR. VINOD RAHEJA	GROUP CHIEF FINANCIAL OFFICER	57,04,431	54	05-Jan-22	B. Com & CA	29	Akums Drugs & Pharmaceuticals Limited	Contractual
2.	MS. ROMI JATTA	GROUP CHIEF PURCHASING OFFICER	26,05,355	47	01-Mar-22	B.E. in Electronics & Communication	23	Philips Healthcare	Contractual
3.	MR. ANSHUL SAXENA	GROUP HEAD - STRATEGY AND M&A	21,90,041	41	24-Jan-22	MBA	19	Krishna Maruti Limited	Contractual

D. EMPLOYED THROUGHOUT THE FINANCIAL YEAR ENDED ON MARCH 31, 2022 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 (Amount in Rs.)	Age (in years)	Date of Commencement of Employment	Qualification	Experience (in years)	Name of Previous Employer	Nature of Employment
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, 2022.
- 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.

