

INFORMATION PURSUANT TO SECTION 197 OF THE COMPANIES ACT, 2013 READ WITH RULE 5(2) AND (3) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014, AS AMENDED

Statement showing details of top ten employees in terms of remuneration drawn and other employees who were in receipt of remuneration exceeding limits prescribed in aforesaid Rule 5(2) :

S. No.	Name	Designation	Age (in years)	Remuneration received (Rs. in million)	Nature of employment, whether contractual or otherwise	Qualification	Experience (No. of Years including previous employment)	Date of commencement of employment in the Company	The last employment held before joining the Company	Percentage of equity shares held in the Company along with spouse and dependent children
1	Anjali Singh	Executive Chairperson	41	36.80	Permanent	Bachelor's and Master's degree from the prestigious Central Martin's School of Art and Design in London	18	15-May-17	Asia Investments Pvt. Ltd.	0.45%
2	Manoj Kolhatkar	Managing Director	54	44.53	Permanent	B.E. (Mechanical), DBM	33	02-May-11	Tata Yazaki Ltd.	0.003%
3	Atul Jaggi	Deputy Managing Director	46	17.56	Permanent	BE and MS (Quality Management)	23	16-Jun-99	Stallion Shox Limited (amalgamated to Gabriel India Ltd.)	Nil
4	Rishi Luharuka	Chief Financial Officer	43	14.34	Permanent	Chartered Accountant and Chartered Financial Analyst (CFA)	21	02-Sep-19	Sandvik Asia Private Limited	Nil
5	Amitabh Srivastava	Chief Operating Officer - Aftermarket Business Unit and Railways Business Unit	55	12.50	Permanent	B.E. (Mechanical), OALMP (Oxford University)	28	01-Apr-07	Victor Gaskets India Limited	Nil
6	Vasudevan R.	Chief Operating Officer - Passenger and Commercial Vehicle Business Unit	49	10.33	Permanent	BE, MS(Manufacturing) & PGDBA(Finance)	27	01-Sep-20	Mahle ANAND Thermal Systems Pvt Ltd	Nil
7	Muragendra Magadam	Head Research & Development	49	9.50	Permanent	BE (Mech) & ME	25	28-Sep-21	Endurance Technologies Ltd.	Nil
8	Puneet Gupta	Chief Operating Officer - Two Wheeler Business Unit	49	8.94	Permanent	BE(Mech);MBA(Marketing)	27	01-Mar-21	DANA ANAND India Pvt Ltd	Nil
9	Prashant Shah	Head Sourcing & Supply Chain Management	57	8.88	Permanent	B.E. (Production)	34	16-Nov-12	Magneti Marelli Shock Absorbers Private Limited	Nil
10	Harikrishna P.	Head Research & Development (Four Wheeler Business Unit)	50	8.07	Permanent	BE (Mech) & ME	25	06-Sep-14	Pricol Limited	Nil

1 Remuneration includes salary, perquisites, performance bonus, contributions to provident fund, superannuation / national pension system, gratuity funds and allowances viz. HRA, LTA, Medical Reimbursement etc. payable as per Rules of the Company

2 None of the aforesaid employees at S. No. 4 to 10 are relative of any director or manager of the Company