

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 drawn (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	43	50.25	Permanent	Bachelor's and Master's degree from the prestigious Central Martin's School of Art and Design in London	20	15-May-17	Asia Investments Pvt. Ltd.	0.45%
2	Manoj Kolhatkar	Managing Director (upto October 17, 2024)	56	39.70	Permanent	B.E. (Mechanical), DBM	35	02-May-11	Tata Yazaki Ltd.	0.003%
3	Atul Jaggi	Managing Director (w.e.f. October 18, 2024)	48	8.35	Permanent	BE and MS (Quality Management)	25	16-Jun-99	Stallion Shox Limited (amalgamated to Gabriel India Ltd.)	Nil
4	Anand Sontakke	Chief Operating Officer	56	17.30	Permanent	B. Tech	30	15-Jan-24	Imperial Auto Industries	Nil
5	Rishi Luharuka	Chief Financial Officer	45	16.58	Permanent	Chartered Accountant and Chartered Financial Analyst (CFA)	22	02-Sep-19	Sandvik Asia Private Limited	Nil
6	Amitabh Srivastava	Chief Operating Officer	57	14.62	Permanent	B.E. (Mechanical), OALMP (Oxford University)	29	01-Apr-07	Victor Gaskets India Limited	Nil
7	Vasudevan R.	Chief Marketing Officer	51	13.48	Permanent	BE, MS(Manufacturing) & PGDBA(Finance)	28	01-Sep-20	Mahle ANAND Thermal Systems Pvt Ltd	Nil
8	Prashant Shah	Chief Purchase Officer	59	12.92	Permanent	B.E. (Production)	35	16-Nov-12	Magneti Marelli Shock Absorbers Private Limited	Nil
9	Muragendra Magadum	Vice President	51	11.64	Permanent	BE (Mech) & ME	26	28-Sep-21	Endurance Technologies Ltd.	Nil
10	Vinod Razdan	Chief Human Resources Officer	53	8.20	Permanent	PG in Personnel Management and Industrial Relations	28	09-Aug-22	Mahle ANAND Thermal Systems Pvt Ltd	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