

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 (at actual)	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	44	56150000	56.15	Permanent	Bachelor's and Master's degree from the prestigious Central Martin's School of Art and Design in London	21	15-May-17	Asia Investments Pvt. Ltd.	0.45%
2	Atul Jaggi	Managing Director	49	29000000	29.00	Permanent	BE and MS (Quality Management)	26	16-Jun-99	Stallion Shox Limited (amalgamated to Gabriel India Ltd.)	Nil
3	Anand Sontakke	Chief Operating Officer	57	23135398	23.06	Permanent	B. Tech	31	15-Jan-24	Imperial Auto Industries	Nil
4	Amitabh Srivastava	Chief Operating Officer	58	17016679.00	16.96	Permanent	B.E. (Mechanical), OALMP (Oxford University)	30	01-Apr-07	Victor Gaskets India Limited	Nil
5	Vasudevan R.	Chief Marketing Officer	52	16069419	16.06	Permanent	BE, MS(Manufacturing) & PGDBA(Finance)	29	01-Sep-20	Mahle ANAND Thermal Systems Pvt Ltd	Nil
6	Mohit Srivastava	Chief Financial Officer	42	15092919	15.00	Permanent	CA, PGDMA	18	25-May-25	Mahle ANAND Thermal Systems Pvt Ltd	Nil
7	Prashant Shah	Chief Purchase Officer till January 31, 2026)	60	13593997	13.59	Permanent	B.E. (Production)	36	16-Nov-12	Magneti Marelli Shock Absorbers Private Limited	Nil
8	Muragendra Magadum	Vice President (Research and Development)	52	12434242	12.43	Permanent	BE (Mech) & ME	27	28-Sep-21	Endurance Technologies Ltd.	Nil
9	Vinod Razdan	Chief Human Resource Officer	54	11000000	11.00	Permanent	PG in Personnel Management and Industrial Relations	29	09-Aug-22	Mahle ANAND Thermal Systems Pvt Ltd	Nil
10	Raghvendra S	R&D	59	9341295	9.34	Permanent	B E Mechanical		20-Jul-06	-	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