1) Details of top ten employees in terms of remuneration drawn:

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1	Name of employee	Arijit Basu	Sanjeev Wangoo	Naresh Sharma	K. B. Rajurkar	Vishram D. Godbole	Arijit Majumdar	E. Madhan Kumar Daniel	Saswata Bandyopadhyaya	Satya Ranjan Mohapatra	Jugal Kishore Poddar
2	Designation of employee	Managing Director	Executive Director – Group Supply Chain Management	Senior Vice President - B2B Business	Senior General Manager - Technology & Service	General Manager - Automotive Aftermarket, WR	Head - HR & Administration	General Manager – Workshops & Vehicle Care Business	Deputy General Manager – Skill Development	General Manager - Institutional Sales (South & East)	Deputy General Manager (Group Reporting, Tax & Treasury)
3	Remuneration received (Rs. in crores)	3.04	1.28	0.86	0.70	0.59	0.57	0.57	0.52	0.50	0.49
4	Nature of employment	Permanent	Permanent	Permanent	Permanent	Permanent	Permanent	Permanent	Permanent	Permanent	Permanent
5	Qualification	B. Sc. (Chem.), PGDBM, Adv. Mgmt. Prog. From IMD, Lausanne (Switzerland) & IIM Kolkata	Masters in IB, B.E. (Industrial Engg.)	B.E.(Mech.)	M.E. & PhD in (Chemical Engineering), Business Sustainability Leadership Programme (University of Cambridge	B. Sc., AMIE (Sec A), PGDBA (Mkt.)	B. Com. (H), MBA (HR)	B.E.(Mech.)	Diploma Mechanical	BE (Mech.), PGDM	FCA, B.COM, DISA
6	Experience (years)	26	31	35	22	34	20	31	35	23	28
7	Date of commencement of employment	01-01-2020	22-04-2024	04-04-1990	09-03-2023	15-07-1993	08-10-2021	21-09-2015	18-04-1994	03-01-2018	12-04-2010
8	Age (years)	49	54	57	46	59	44	55	58	53	51
9	Last employment held before joining this Company	Sika India Pvt. Ltd.	Motul Asia Pacific Pte Ltd, Singapore	Victor Cables, Faridabad	GP Petroleums Limited	SWIL Ltd.	Landis+Gyr	IPOL Lubricants – GP Petroleums	Cummins Limited	Petronas Lubricant	Indian Oil
10	% of equity shares held in the Company	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
11	Whether relative of any Director or Manager of the Company and if so, name of such Director or Manager	No	No	No	No	No	No	No	No	No	No

- 2) Names of employees in terms of remuneration drawn, who
 - i) if employed throughout the financial year 2024-25, was in receipt of remuneration for the financial year 2024-25 which, in the aggregate, was not less than one crore and two lakh rupees; Shri Arijit Basu, Managing Director and Shri Sanjeev Wangoo, Executive Director Group Supply Chain Management were in receipt of remuneration during 2024-25 in excess of Rs. 1.02 crores. Specified details of the concerned employee have been stated above. There was no other employee, who was in employment throughout the last financial year 2024-25 and was in receipt of remuneration in excess of the prescribed threshold limit.
 - ii) if employed for a part of the financial year 2024-25, was in receipt of remuneration for any part of the financial year 2024-25, at a rate which, in the aggregate, was not less than eight lakh and fifty thousand rupees per month:

1	Name of employee	Rashmi Joshi	Upendra Gadre	Ranesh Sinha	Murli Vasudevan
2	Designation of employee	Former -Group Chief	Group Chief Financial	Vice President -	Vice President – Sales
		Financial Officer	Officer	Manufacturing	(Automotive Aftermarket)
3	Remuneration received	1.23	1.67	1.27	1.27
	(Rs. in crores)				
4	Nature of employment	Permanent	Permanent	Permanent	Permanent
5	Qualification	FCA, FCS	BE. (Instrumentation), MBA. (Fin), CFA	B.E.(Mechanical), PGD (Supply Chain Management)	B.Com (Hons) Management, PGDM Sales and Marketing, PGP Strategic Marketing from Great Lakes Certificate in Business Leadership Program from IIM Kolkata
6	Experience (years)	32	32	33	30
7	Date of commencement of employment	21-08-2023 redesignated as Group CFO w.e.f. 01-12-2023. Employment ceased during 24-25	03-01-2025	14-10-2024	12-11-2024
8	Age (years)	59	56	58	53
9	Last employment held before joining this Company	BP India Pvt. Ltd.	Deepak Fertilizers and Petrochemicals	Carlsberg	Gulf Oil Lubricants India Limited
10	% of equity shares held in the Company	Nil	Nil	Nil	Nil
11	Whether relative of any Director or Manager of the Company and if so, name of such Director or Manager	No	No	No	No

iii)	if employed throughout the financial year 2024-25 or part thereof, was in receipt of remuneration in the financial year 2024-25 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 whole-time director or manager and holds by himself or along with his spouse and dependent children, not less than two percent of the equity shares of the company: None