

**Information as per Section 197 of the Companies Act, 2013, read with Rule 5(2) &(3) of the Companies  
(Appointment and Remuneration of Managerial Personnel ) Rules, 2014, and forming part of the Board's Report for the Year ended March 31, 2024**

S. No.	Name	Designation	Qualification	D.O.J.	Age	Exp.	Remuneration	Previous Employment	Last Designation
							(₹ Million)		
<b>Employed throughout the year</b>									
1	Mr. Anand Maithani	Group Head-Global SCM & Mfg Planning	MBA, BE	February 15, 2011	49	26	21.89	Philips Electronics India Ltd.	General Manager
2	Mr. Anand Sathyamoorthy	Unit Head-Chinnapanduru Plant	B.Sc	January 13, 2006	50	29	13.14	MRF Ltd.	Senior Supervisor
3	Mr. Aneet Chaku	Head-Customer Service (APMEA)	Executive Program in Mgmt, BBH(HM)	September 8, 2015	54	33	16.68	Vodafone India Limited	AVP-Quality
4	Mr. Chandrasekhar Velagapudi	Group Head-Global IT Infra. & PMO	M.Sc., B.Sc	April 4, 2022	58	35	23.83	JSW Steel Limited	Vice President-IT
5	Mr. Davendra Mittal	Head-Finance	MBA, BE	March 21, 2013	55	30	18.24	Lanco Infratech Ltd.	Sr. Vice President-Projects Finance
6	Mr. Deepak Gupta	Head-TQM	BE, Diploma in Business Mgmt.	July 22, 2014	55	32	13.68	Frigoglass India Pvt Ltd.	Head-Quality & Product Integrity
7	Mr. Dipankar Ghosh	Group Head-HR (APMEA)	MBA, B.A.	August 1, 2022	51	28	21.34	Bajaj Consumer Care Ltd.	CHRO
8	Mr. Dominic George Martin	Head-Mobile Services & Solutions	MBA, B.Com	November 1, 2001	57	31	13.76	MRF Ltd.	District Manager
9	Mr. Gaurav Kumar	Chief Financial Officer	B.Tech., M.B.A.	March 1, 2004	54	31	105.16	HCL Technologies Ltd.	AVP-Mergers & Acquisitions
10	Mr. George Oommen	Unit Head-Kerala Plants	BE	August 30, 2007	61	39	15.11	Carborundum Universal Limited	AGM
11	Mr. Hitesh Joshi	Head-PVRD	B.Tech, B.Sc	March 25, 2003	54	35	11.88	Goodyear South Ltd.	Assistant Manager
12	Mr. Hisashi Ishibashi	Head-Business Development (OE)	M.Tech (Mechanical)	January 1, 2020	64	39	17.90	Bridgestone Corporation	General Manager
13	Mr. Jacob Paul	Head-Corporate Engineering	B.Tech	March 7, 1991	56	33	10.57	-	-
14	Mr. Jiby Isaac	Head-R&D TBR	B.Tech, M.Sc	September 5, 2005	52	28	10.56	MRF Ltd.	Associate Manager Tech.
15	Mr. K Sunil	Group Head - Mfg Strategy & Development (APMEA)	B.Tech	July 1, 1987	60	37	15.39	-	-
16	Mr. Neeraj Kanwar	Vice Chairman & Managing Director	B.Sc, ACMS	February 24, 1997	52	29	642.82	Apollo Finance Ltd.	Joint President
17	Mr. Pinaki Bhattacharjee	Head-Corporate Procurement	MBA, B.A.	January 1, 2003	55	32	12.77	Goodyear India Ltd.	Asst. Manager Purchase
18	Mr. Pious Bansal	Unit Head-Limda Plant	B.E. (Mech.), PGDBM	August 20, 2013	58	38	31.51	Moser Bear India	Vice President
19	Mr. Praveen Tripathi	Group Head-Corporate Procurement	MBA, ICWA	October 15, 1990	54	34	26.23	-	-
20	Mr. Praveen Moon	Group Head - Internal Systems & Controlling	CA, B.Com (H)	October 16, 2012	50	30	19.35	Price Water House Coopers Pvt. Ltd.	Associate Director
21	Mr. Prem Prakash Sharma	Head-HR-Limda Plant	PGDBM, PGDBA	July 30, 2013	60	37	15.51	India Yamaha Motor Pvt. Ltd.	Group Head-GA, Personnel & HR
22	Mr. Rajasekhara Reddy Avthu	Group Head-SCM (APMEA)	PGDM, B.Tech	September 1, 2022	48	25	19.48	Glenmark Pharmaceuticals Limited	Vice President
23	Mr. Rajesh Dahiya	Vice President - Marketing & Sales (ISO)	B.Com, MBA	August 20, 1990	57	35	49.07	Indian Express	Business Executive
24	Mr. Ravi Kumar Shingari	Group Head-Corporate Taxation & Accounts	CA, B.Com (H)	September 28, 2018	45	24	26.98	KPMG	National Head-India Japan Corridor
25	Ms. Rinika Grover	Head- Sustainability & CSR	M.Sc., B.Com (H)	September 29, 2014	51	25	13.18	Raleigh International	Dy.Head of Programmes & Policy
26	Ms. Ritu Kumar	Group Head - Strategic Planning & Legal	CA, CS	April 19, 2006	50	24	20.67	American Express	Team Leader
27	Mr. Rohit Arora	Group Head-Accounts (APMEA)	CA	September 19, 2000	52	30	26.75	ACC Ltd	Asst. Manager-Accounts
28	Mr. Sandeep Mathur	Group Head-OE & Inst. Business	MBA, M.Sc	July 25, 1994	55	30	17.93	-	-
29	Mr. Satish Sharma	President (APMEA) & Whole-Time Director	BE, PGDBM	October 15, 1997	56	35	112.20	JK Industries Ltd.	Manager
30	Mr. Saurabh Kumar	Head-Global Enterprise Application	PGP in Mgmt, BE	November 1, 2022	43	17	10.85	DIAGEO Business Services Pvt. Ltd.	D&T Capability Owner-SAP
31	Ms. Seema Thapar	Company Secretary & Compliance Officer	LLB, M.Com, FCS	October 1, 1991	58	34	11.76	Mohan Exports	Asst. Company Secretary
32	Mr. S.K.P. Amarnath	Group Head-R&D (Asia)	B Tech, B.Sc	February 21, 2000	55	32	23.86	Monotond Tyres Ltd.	Dy. Manager
33	Mr. Suresh Damodaran	Head-OHT	MBA, B.Tech	February 16, 2018	64	41	12.89	ATC Tires (P) Ltd.	Exe-Vice President
34	Mr. Thomas Mathew C.	Unit Head (Chennai Plant)	BE/B Tech, MBA	July 1, 1987	61	37	21.42	-	-
35	Mr. Vikram Garga	Group Head-Marketing (APMEA)	MBA, BE	July 11, 2022	52	24	29.17	Mahindra and Mahindra Limited	Vice President
36	Mr. Yoichi Sato	Chief-Quality & Safety Officer	B.Sc (Engg)	June 1, 2020	67	27	47.71	SWOT Management Solutions Private Limited	Director-Business Quality
<b>Employed part of the year</b>									
1	Mr. Ankur Thakur	Head-Product Marketing (Passenger Vehicle)	MBA, BBA	December 12, 2016	47	21	8.45	Reliance Retail (Online Fashion E.Com)	V.P. Marketing
2	Mr. Baljeet R Singh	Head- Corporate Affairs & Administration	B.A.	October 1, 1997	73	27	8.29	-	-
3	Mr. Chintan Chopra	Divisional Head - Retail Design & Execution	PGDM, B.Tech	October 21, 2015	47	21	5.30	Microsoft Corporation India Pvt. Ltd.	Marketing Manager
4	Mr. Harish Bahadur	Head-Corporate Investments	B.Com (H)	February 2, 1975	71	49	39.53	-	-
5	Mr. Hideki Otsuji	Head-Two Three Wheeler (R&D)	BE	June 1, 2020	60	37	3.42	Sumitomo Rubber Industries Ltd.	Manager-Test Department
6	Mr. K. Prabhakar	Chief-Projects	B.Tech., PGD Ind. Engg. ICWA	March 1, 2019	69	43	40.97	Apollo Tyres (Hungary) KFT	Managing Director
7	Mr. Khalid Sayeed	SBU-Head	MBA, BA	February 11, 1993	56	31	15.30	-	-
8	Mr. Kumar Bivudh	Head-Project Management	PGDM, B.Tech	July 11, 2016	40	18	5.91	Mercer Consulting	Senior Associate
9	Mr. P. K. Mohamed	Chief Advisor-Research & Development	B.Sc, LPRI	February 19, 2001	83	60	28.31	Ceat Ltd.	Executive Director-Technical
10	Mr. Ravikiran Avvaru	Head-Digital & Global PMO	Executive MBA	May 30, 2019	53	32	1.27	Toyota Kirloskar Motors	Head-IT
11	Mr. Yoshihiko Sasaki	Divisional Head - Compound Industrializa	B.Tech	June 1, 2020	39	11	4.18	Sumitomo Rubber Industries	Deputy General Manager- Production Tech

**Notes:**

- All appointments are contractual.
- None of the employees mentioned above is a relative of any Director of the Company except Mr. Neeraj Kanwar.
- None of the employees mentioned above hold 2% or more share capital of the Company.

Place : Gurugram

Date : May 14, 2024

For and on behalf of the Board of Directors

**ONKAR KANWAR**  
Chairman  
DIN: 00058921