

EXHIBIT – A

INFORMATION AS PER RULE 5(2) READ WITH RULE 5(3) OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

a) Details of Top-Ten employees in terms of remuneration drawn during the year ended 31st March, 2023:

Sr. No.	Employee Name	Designation	Remuneration FY 2022-23 Amount in (Rs. in Lacs)	Date of Commencement of employment	Education Qualification	Age	Total Experience (In Years)	Last Employment
1	Vineet Ganeriwala ¹	Group CFO	137.56	21 Feb 2020	C.A.	48	25	Vodafone Group Services Ltd. London
2	Raj Kumar Singh	VP-SCM	108.51	9 Mar 2011	MBA, B.Sc.	52	29	Steckbeck Jewellery Pvt. Ltd
3	Pushpendra Singh	Chief Human Resource Officer	86.99	1 Dec 2012	M.B.A, L.L.B	53	28	JSPL
4	Raj Kumar Khandelwal	Asst. General Manager	58.50	16 Nov 2016	BSC and MBE	49	24	Reliance Industries Limited
5	Sanjeev Goel	Dy. General Manager	46.57	1 Jan 2022	B.Com DISA, CA	43	20	Vodafone India Limited
6	Parimal Ramesh Gaggar	Dy General Manager	43.54	18 May 2021	B.Com, CA, CS	43	19	Vodafone India Limited
7	Anil Kumar Singh Pundir	General Manager	42.28	30 Jul 2021	B.Sc., PGDM, PMP, PGDCA	44	23	Vinculum Solutions Ltd.
8	Aswini Agarwal	General Manager	37.96	20 Dec 2018	M.B.A	42	19	PT. STS Bali
9	Kulathendral L	Head of Innovation	32.16	20 Aug 2020	PGCBM BE in Aeronautical, M.Sc.	32	9	Al Shirawi
10	Nitin Panwad ¹	Group CFO	30.01	1 Jul 2022	B.Com, CA	36	11	Shop LC GmbH, Germany

* Annualized Remuneration includes fixed pay, variable pay, incentives, bonus and the perquisite value of stock option exercised during the year, determined in accordance with the provisions of the Income-tax Act, 1961

¹ Mr. Nitin Panwad, who joined the Company w.e.f 1 Jul 2022 as Dy. CFO was promoted as Group CFO w.e.f. 27 October 2022 in place of Mr. Vineet Ganeriwala, who ceased as Group CFO w.e.f. 27 October 2022 and their remuneration was not annualized.

Note:

1. All employments are contractual, terminable by notice from either side.
2. No employee of the Company hold such percentage of equity shares within the meaning of clause (iii) of rule 5(2) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
3. No employee is relative of any director or manager of the Company.

- b) (i) Employee specified at Sr. No. 1 and Sr. No. 2 of above table were falling under criteria prescribed in Rule 5(2)(ii) and Rule 5(2)(i) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 respectively.
- (ii) No employee of the Company was falling under criteria prescribed in 5(2)(iii) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.
