

Exhibit to the Directors' Report

Information as per Rule 5(2) of Chapter XIII of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

A. List of top ten employees in terms of remuneration received during financial year 2020-21

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation Held in Previous Employment	Previous Employment Held Since
1	Apparao V V	59	Chief Human Resources Officer	B. Tech., M. Tech.	7,42,18,578	March 10, 2003	37	Ascend Technologies Limited	Director / Centre Head	August 1996
2	Gade Hanumantha Rao	63	President – Engg. and R&D Services	B. Tech - Electronics	5,42,07,489	July 01, 1996	40	HCL Hewlett Packard Limited	Senior Manager - R&D	November 1980
3	Prateek Aggarwal	54	Chief Financial Officer	MBA - Finance	4,48,88,762	October 01, 2012	30	Hexaware Technologies Limited	Chief Financial Officer	June 2008
4	Ajit Krishnankutty Kumar	57	President - Applications & Systems Integration Services Delivery	MBA - Marketing	3,76,73,623	July 01, 2013	33	Accenture Services Private Limited	Managing Director	June 1988
5	Prahlad Rai Bansal	64	Deputy Chief Financial Officer	CA	3,64,34,832	August 30, 2000	42	HCL America Inc.	Vice President	November 1997
6	Maninder Singh Narang	51	Corporate Vice President & Global Head - Cybersecurity & Global Risk Compliance	PGD - Marketing Management	3,01,86,061	August 21, 1995	31	Fujitsu ICIM Limited	Major Account Manager	February 1992
7	Vijay Anand Guntur	53	Corporate Vice President - HNC Delivery, Engg. and R&D Services	M. Sc. (Computer Science), MBA - Finance	2,73,87,943	July 14, 1994	32	HCL Hewlett Packard Limited	Deputy Manager	June 1989
8	Gaurav Khosla	51	Executive Vice President – Business Finance	CA	2,66,75,137	July 16, 2019	26	Hindustan Coca Cola Beverages Private Limited	SVP - Strategic Procurement	February 2016
9	Swapan Johri	56	Corporate Vice President- APAC, ME & India Business	B. Tech. (Chemical)	2,45,50,384	June 01, 1999	35	HCL Infosystems Limited	Business Entity Manager (North)	June 1986
10	Rahul Mohta	44	Senior Vice President – CEO Office	CA	2,20,24,566	September 16, 2013	21	Ondot Couriers & Cargo Limited	Strategic Investor	August 2012

B. List of employees employed for full financial year and in receipt of remuneration more than Rupees One Crore and Two Lakhs per annum

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received During the Year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation held in Previous Employment	Previous Employment Held Since
1	Ajit Dayanand Nayak	53	Senior Vice President	Diploma in Electronics	1,16,05,786	August 01, 2020	31	HCL Comnet Limited	Senior Vice President	July 2000
2	Ajit Krishnankutty Kumar	57	President - Applications & Systems Integration Services Delivery	MBA - Marketing	3,76,73,623	July 01, 2013	33	Accenture Services Private Limited	Managing Director	June 1988
3	Amit Roy	62	Executive Vice President - Taxation	CA	2,01,50,270	July 16, 2007	37	Samsung India Electronics Private Limited	Vice President - Taxation	September 2006
4	Amitava Sengupta	51	Executive Vice President - Digital & Analytics	M. Tech - Computer Science	1,60,52,801	October 26, 2009	27	Tata Consultancy Services Limited	Sr. Consultant / IOU Head	April 1994
5	Amrita Das	46	Vice President - HR	MBA - Marketing Management	1,10,19,355	July 21, 2008	21	Dilithium Networks	Head of HR	June 2007
6	Apparao V V	59	Chief Human Resources Officer	B. Tech., M. Tech.	7,42,18,578	March 10, 2003	37	Ascend Technologies Limited	Director / Centre Head	August 1996
7	Atul Kumar Jain	58	Senior Vice President - Finance	CA	1,46,14,214	July 01, 2013	33	HCL Comnet Systems and Services Limited	Vice President - Finance	May 2000
8	Avishek Chattopadhyay	42	Senior Vice President	MBA - Marketing Management	1,61,60,073	May 2, 2005	16	NA	NA	NA
9	Balamurugan Ramasamy	57	Senior Vice President - Engg. and R&D Services	B.E. - Electronics	1,10,93,766	May 19, 1999	35	HCL Infosystems Limited	Manager - R&D	August 1986
10	Debasis Sarkar	45	Vice President - HR	PGD - HR / Industrial Relations	1,08,78,242	April 29, 2013	21	Bharti Airtel Limited	General Manager	November 2012
11	Gade Hanumantha Rao	63	President - Engg. and R&D Services	B. Tech - Electronics	5,42,07,489	July 01, 1996	40	HCL Hewlett Packard Limited	Senior Manager - R&D	November 1980
12	Gaurav Khosla	51	Executive Vice President - Business Finance	CA	2,66,75,137	July 16, 2019	26	Hindustan Coca Cola Beverages Private Limited	SVP - Strategic Procurement	February 2016
13	Goutam Rungta	48	Executive Vice President - Business Finance	CA, CWA	1,98,00,254	March 01, 2007	25	General Motors India Private Limited	General Manager - Finance	July 2003
14	Krishnamurthy Venugopal Gnanadevalu	51	Senior Vice President - Engg. and R&D Services	M.E. / M. Tech. - Electronics	1,06,23,386	July 15, 1998	31	GEC Alsthom India Limited	R&D Engineer	August 1990
15	Madhumit Singh Dixit	56	Senior Vice President - Engg. and R&D Services	M.E. / M. Tech. - Instrumentation & Control	1,29,02,015	September 01, 1995	32	Dalmia (Design Center)	Manager (Design Center)	November 1992
16	Maninder Singh Narang	51	Corporate Vice President & Global Head - Cybersecurity & Global Risk Compliance	PGD - Marketing Management	3,01,86,061	August 21, 1995	31	Fujitsu ICIM Limited	Major Account Manager	February 1992
17	Manish Anand	52	Company Secretary and Senior Vice President	CS, CWA	1,37,21,283	June 21, 1995	30	Bharat Heavy Electricals Limited	Accounts Officer	July 1992

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received During the Year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation held in Previous Employment	Previous Employment Held Since
18	Manpreet Singh Khurana	45	Senior Vice President – Infrastructure Division	MBA - I.T. / Computer Science	1,06,08,666	October 10, 2016	24	Bharti Airtel Limited	Senior Vice President - IT	July 2014
19	Nalin Mittal	49	Senior Vice President - Global Workplace Solutions	CA, ICWA	1,30,35,560	April 01, 1998	28	Pricewaterhouse Coopers	Article	July 1993
20	Narendra Prabhakar Pitre	55	Vice President & Global Delivery Head	PGCBM (Postgraduate Certificate in Business Management), M.E.	1,24,57,766	March 02, 2017	31	Geometric Limited	Vice President & Global Horizontal Head PLM & Engineering	October 2012
21	Navin Sabhanwal	47	Fellow & Chief Architect	B. Com, GNIT Prof. Certification on System Mgmt.	1,32,72,106	November 26, 1998	22	NA	NA	NA
22	Nirmala Datla	57	Senior Vice President - Engg. and R&D Services	B. Tech., PGD in Senior Management Program (SMP)	1,17,79,712	April 24, 2014	37	Microsoft India (R&D) Private Limited	Regional Director	January 2013
23	Prabhuraman Sayanam	51	Senior Vice President - Engg. and R&D Services	B.E. / B.Tech. / B. Engg. (Hons) - I.T. / Computer Science	1,09,48,023	August 29, 1988	33	NA	NA	NA
24	Prahlad Rai Bansal	64	Deputy Chief Financial Officer	CA	3,64,34,832	August 30, 2000	42	HCL America Inc.	Vice President	November 1997
25	Prateek Aggarwal	54	Chief Financial Officer	MBA - Finance	4,48,88,762	October 01, 2012	30	Hexaware Technologies Limited	Chief Financial Officer	June 2008
26	Puneet Mehra	51	Senior Vice President - Business Finance	CA, CWA, B. Com (H)	1,03,11,976	August 19, 2003	26	HCL Comnet Limited	Dy. General Manager - Finance	August 2003
27	Rahul Mohta	44	Senior Vice President – CEO Office	CA	2,20,24,566	September 16, 2013	21	Ondot Couriers & Cargo Limited	Strategic Investor	August 2012
28	Raj Kumar Wallia	54	Senior Vice President - Finance & Accounts	CWA - Financial Accounting	1,24,83,496	June 05, 1995	34	Pfizer Limited	Accounts Officer	July 1993
29	Ramaswamy Pathyoor Varadarajan	57	Senior Vice President - Head Enterprise Applications & Digital Transformation	CWA Final	1,19,09,796	November 12, 2015	30	Mphasis Limited	Vice President	July 2008
30	Ramesh G Nathawani	58	Senior Vice President - Applications & Digital Transformation	B.E. / B. Tech. / B. Engg. (Hons) - I.T. / Computer Science	1,16,01,143	September 01, 2019	35	HCL Technologies UK Limited	Senior Vice President	February 2016

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received During the Year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation held in Previous Employment	Previous Employment Held Since
31	Rangarajan Vijayaraghavan	56	Executive Vice President - Applications & Systems Integration, Delivery	M.A.	1,83,26,714	May 22, 2009	34	Satyam Computer Services Limited	Vice President	May 1999
32	Ravi Kathuria	57	Senior Vice President - Marketing	MBA - Marketing Management	1,17,01,918	October 16, 2012	35	Birlasoft Limited	Vice President - Marketing	March 2006
33	Ravi Kumar Chirugudu	53	Senior Vice President - Engg. and R&D Services	M.E - Electronics & Control	1,18,30,016	September 05, 2018	31	Aricent Technologies	Vice President	August 2016
34	Ravi Yeddapanudi	48	Senior Vice President – Sales	B.E./ B. Tech / B. Eng. (Hons.) - Electronics	1,43,02,471	December 06, 2007	27	HCL Comnet Limited	Dy. General Manager	December 2007
35	Renju George Varghese	47	Fellow & Chief Architect	MCA - I.T / Computer Science	1,12,62,672	December 07, 1999	23	Advanced Centre for Computing Technology	System Administrator	May 1998
36	Ritesh Kumar Jain	43	Vice President	M.E. (Mech)	1,21,66,063	October 17, 2016	20	ValueLabs Solutions	Associate Vice President	July 2015
37	Ritu Bedi	56	Vice President – Central Support	B.A (Honors)	1,88,62,746	July 02, 2018	28	IBM India Private Limited	Director	February 2009
38	Sachin Bajaj	44	Senior Vice President – Digital & Analytics	MBA - Management	1,43,84,404	August 25, 2014	24	Eureka Mobile Advertising	Vice President	December 2012
39	Sanjay Gupta	51	Corporate Vice President & Program Director – New Vistas	B. Tech. - Electronics	1,75,35,392	April 20, 1995	28	Su-Kam Communications Private Limited	Customer Support Engineer	November 1993
40	Sanjay Kumar Mendiratta	55	Senior Vice President - Investor Relations	MBA - Finance	1,04,49,958	January 17, 2008	30	Aitest Testing Services Limited	Dy. Vice President	October 2003
41	Sanjeev Mehrotra	53	Senior Vice President – Cyber Security	MCA - IT/ Computer Science	1,18,64,437	January 12, 2009	27	Satyam Computers	Band I (Integrator)	January 2008
42	Sanjoy Ghosh	47	Senior Vice President - Engg. and R&D Services	B. Sc., PGCPM (PG Certificate Prog. in Mgmt.)	1,18,74,666	May 08, 1995	27	Nucleus Software Exports Limited	System Engineer	July 1994
43	Seshan Sowmya Narayanan	48	Senior Vice President - Automation, ML, AI, Industrialization and EN-Presales	Polytechnic Diploma – Electronics / Telecommunication	1,25,40,827	March 02, 2010	30	Iopex Technologies Private Limited	Director	May 2009
44	Shashidhar Krishnamurthy	52	Head of Engg., Engg. and R&D Services, Telecom Products	B.E./ B. Tech. / B. Engg. (Hons) - Electronics	1,37,49,234	September 01, 1991	30	NA	NA	NA
45	Shyam Enjeti	43	Senior Vice President - Digital & Analytics	B. Tech., PGD in Ms - Tele-communication	1,33,15,023	January 11, 2010	18	Vordel, Inc. (USA)	Senior Solution Architect	May 2008

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received During the Year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation held in Previous Employment	Previous Employment Held Since
46	Siva Subrahmanyam Kothapalli	47	SVP & Global Delivery Head – Internet of Things	MBA - General Management	1,41,92,225	July 26, 2016	24	Amdocs	Head, Gurgaon Development Centre	May 2011
47	Srimathi Shivashankar	53	Corporate Vice President & Program Director – New Vistas	MBA - Business Administration	1,88,47,884	December 01, 2010	18	Infosys Limited	Senior Lead - Diversity	January 2003
48	Srinivasan Aravamudan	51	Senior Vice President – Infrastructure Division	M. Sc. - IT / Computer Science	1,12,34,075	September 09, 2015	32	Genpact Limited	Vice President	December 2001
49	Srinivasan Thoathathi	57	Vice President - Engg. and R&D Services	M.E. / M. Tech. - Physics	1,13,06,959	June 14, 2010	31	Satyam Computer Services Limited	AVP Integrator	September 2002
50	Subramanian Gopalakrishnan	54	Executive Vice President - Business Finance	CA, CS, CWA	1,73,63,625	December 09, 2010	31	Satyam Computer Services Limited	Vice President - Finance	June 2005
51	Sunit Kumar Tyagi	51	Vice President - Global Information Technology	Diploma - Technical	1,03,53,412	October 01, 2015	26	IBM India	General Manager	March 2012
52	Surya Pawan Kumar Vadapalli	46	Executive Vice President - Applications & Systems Integration, Delivery	MBA - Personnel, HR & IR	1,19,76,269	May 14, 2009	26	Satyam Computer Services Limited	Associate Vice President	August 2002
53	Swapan Johri	56	Corporate Vice President- APAC, ME & India Business	B. Tech. (Chemical)	2,45,50,384	June 01, 1999	35	HCL Infosystems Limited	Business Entity Manager (North)	June 1986
54	Varanasi Guru Venkata Subbaraya Sharm	57	Senior Vice President – Cyber Security	ICWA - Auditor	1,47,54,321	January 24, 2011	34	ATG Tires Private Limited	Vice President - Internal Audit	June 2010
55	Venkata Ramana Samudrala	57	Senior Vice President – Global Information Technology	B. Tech. - Electronics & Communications	1,76,10,436	January 08, 2015	33	Genpact India	Senior Vice President	February 2000
56	Vijay Anand Guntur	53	Corporate Vice President - HNC Delivery, Engg. and R&D Services	M. Sc. (Computer Science), MBA - Finance	2,73,87,943	July 14, 1994	32	HCL Hewlett Packard Limited	Deputy Manager	June 1989
57	Vijay Mallya	57	Corporate Vice President - Applications & Systems Integration, Delivery	MBA - Finance	1,73,05,786	September 26, 2001	36	State Bank of India	Associate Manager	May 1985
58	Vikas Sharma	52	Senior Vice President - HR	MBA - Human Resource Management	1,54,54,198	July 01, 2013	27	HCL Comnet Limited	Associate Vice President - HR	July 2010
59	Vikrant Dhawan	53	Vice President - Business Finance	L.L.B., B. Com.	1,14,31,004	April 28, 2008	25	GlaxoSmithKline Consumer Health Care Limited	General Manager - Legal	January 2007
60	Vineet Vedprakash Sood	54	Executive Vice President - Treasury	CWA	2,08,04,916	November 25, 2010	30	TATA Consultancy Services Limited	Treasurer	March 2006
61	Vivek Dhir	48	Vice President	CA	1,39,10,527	August 23, 2017	19	HSBC	Vice President	July 2009

C. List of employees employed for part of the financial year and in receipt of remuneration more than Rupees Eight Lakhs and Fifty Thousand per month

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received During the Year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation Held in Previous Employment	Previous Employment Held Since
1	Abhinav Sharma	47	Vice President - Infra Digital Platform	MBA - Information Systems	1,03,47,313	October 11, 2010	19	Infosys Technologies Limited	Senior Systems Manager	May 2006
2	Ananthanarayanan Vijay Ramaswamy	56	Operations Director	B.E./ B. Tech. / B. Engg. (Hons) - Electrical & Electronics	21,54,141	March 15, 2000	32	3Com Corporation	Software Engineer	January 1999
3	Anupam Ghosh	56	Operations Director	B.E./ B. Tech. / B. Engg. (Hons) - IT / Computer Science	27,66,041	September 22, 2008	31	Keane India Limited	Director	August 2004
4	C Vinay Kumar Singh	55	Vice President	M.E./ M. Tech - Aviation	55,68,746	December 01, 2010	30	Vinculum Solutions Limited	Vice President	June 2008
5	Chandrasekar Ramanathan	48	Technology Director	B.E. - Computer Science Engineering	76,34,980	May 15, 2020	10	Extreme Networks India Private Limited	Sr. Director, Test Engineering	June 2018
6	Diptangshu Chatterjee	38	Director - Treasury	MBA - Finance	41,56,716	June 19, 2020	14	Reliance Industries Limited	General Manager	September 2016
7	Gagan Chaudhry	54	Associate Vice President	MBA - Marketing Management	25,34,149	May 16, 2008	30	Wow Info Solutions Private Limited	Director - India Operations	April 2004
8	Javashankar Dhandapani	56	Associate Vice President	B.E./ B. Tech. / B. Engg. (Hons) - Electrical	29,21,648	January 27, 2009	14	Symantec, Inc.	IT Account Manager / Program Manager	December 2006
9	Juliet Assuntha Antoinette	58	Associate Vice President	MBA - Marketing Management	39,37,298	January 08, 2009	37	Unisys Global Services India	Service Delivery Program Manager	March 2007
10	Kamal Narayan	48	Associate Vice President	MCA - Computers & Management	16,72,927	December 13, 2010	25	Worldwide Technology, Inc.	Senior Manager	August 2004
11	Manoj Kumar Gupta	51	Associate Vice President - Treasury	CA	22,63,453	April 15, 2016	23	Jindal Steel and Power Limited	General Manager - Finance	May 2014
12	Narayanan Muthuswamy	55	Vice President	PGMP (Program Management Professional)	69,03,000	August 20, 2020	36	KFIN Technologies Private Limited	Vice President	July 2019
13	Pawanjit Grewal	45	Associate Vice President	BA - General	17,04,604	October 03, 2002	24	Blue Dart Express Limited	Sales Executive	March 2001
14	Prakash Thiyagarajan	50	Senior Sales Director	B.E./ B. Tech. / B. Engg. (Hons) - Electronics	21,70,687	August 01, 2005	29	TATA Communications Limited	National Account Manager	November 2001
15	Rajesh Babu Suraparaju	50	Technology Director	B.E./ B. Tech. / B. Engg. (Hons) - Civil	23,78,502	August 25, 2003	28	Object Frontier	Senior Manager	September 1999
16	Rajesh Gupta	61	Senior Vice President - Taxation	CA	78,09,432	March 17, 2010	35	ISL Limited	Vice President - Taxation	May 2009
17	Rajeshkannan Kaliyarajan	52	Global Director	BBA - Business Studies	60,13,376	June 05, 2019	32	Flextronics Technologies India Private Limited	Director - Global Procurement & Supply Chain	June 2016
18	Rajiv Chandu Gajria	44	Vice President - Services	EGMP - IIM Bangalore	17,81,398	January 01, 2019	21	CA Technologies Private Limited	Vice President - Practice Services	May 2018

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received During the Year (₹)	Date of Joining	Experience in Years	Previous Employment	Designation Held in Previous Employment	Previous Employment Held Since
19	Sandeep Mathur	55	Associate Vice President	MBA - Marketing Management	60,50,947	August 18, 2016	30	Genpact	Assistant Vice President	May 2006
20	Sankaranarayanan Subramanian	56	Global Operations Director	M. Sc. - Computers	25,23,140	October 17, 2011	31	Neptune Financial Software Private Limited	General Manager	October 2010
21	Sathyaravana Babu Pichumani	58	Associate Vice President	M.E. / M. Tech. - Physics	86,71,290	August 23, 2010	34	Satyam Computer Services Limited	Associate Vice President	December 2006
22	Shashidharan A N	56	Global Practice Director	B. Sc. - General	25,36,194	September 13, 2000	34	ICICI Bank Limited	Vice President	May 1991
23	Shivakumar Sreenivasa Kollagunta	58	Associate Vice President	PGD - I.T. / Computer Science	57,25,590	July 25, 2003	36	HCL Infosystems Limited	Head - Telecom Practice	May 2003
24	Swaminathan Nagarajan	56	Associate Vice President	MBA - Management	48,49,413	November 27, 2003	33	India Software Group	Principal Consultant	July 2002
25	Thothathri Vaikuntam	46	Resident Director	PMI - PMP -Project Management Professional	36,49,029	December 19, 2001	24	Renovision Systems Private Limited	Project Leader	August 2000
26	Varadharaj Tamilvanan	44	Director	B.E. / B. Tech. / B. Engg. (Hons) - IT / Computer Science	46,00,110	July 22, 1996	25	NA	NA	NA
27	Vinit Bahri	56	Vice President	CA	29,44,141	July 25, 2003	34	HCL Infosystem Limited	Senior Manager	May 1998

Notes:

- None of the employees listed above is a relative of any director of the Company.
- The nature of employment is contractual in all the above cases.
- None of the employee of the Company listed in the above tables, employed throughout the financial year or part thereof, holds by himself/herself or along with his / her spouse and dependent children, 2% or more of the equity shares of the Company. Further, the employees who are in receipt of remuneration in excess of the remuneration drawn by Mr. Shiv Nadar, Managing Director do not hold by himself/herself or along with his / her spouse and dependent children 2% or more of the equity shares of the Company.
- Mr. Prateek Aggarwal, apart from receiving remuneration from the Company, also received USD 0.16 million (equivalent to ₹1.19 crores) as remuneration from HCL America Inc, a wholly owned step-down subsidiary of the Company.
- The remuneration includes Long Term Incentive to the employees which was disbursed by the Company during the financial year 2020-21.
- Particulars of employees posted and working in a country outside India not being directors or their relatives, drawing more than rupees sixty lacs per annum or rupees five lacs per month, as the case may be, have not been included in the above statement and the same shall be filed with the Registrar of Companies while filing the Financial Statements and Directors' Report. Such particulars shall also be made available to the shareholders on request.