

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 drawn during financial year 2025-26

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
1	Rahul Singh	63	Chief Operating Officer- Corporate Functions	B.E./ B.Tech., MBA – Finance	75,901,986	03.05.2010	40	TCS – eSERVE
2	Ajit Krishnankutty Kumar	62	Chief Information Officer	B.E./ B.Tech., MBA – Marketing	68,604,368	01.07.2013	37	Accenture Services Pvt. Ltd.
3	Shiv Kumar Walia	57	Chief Financial Officer	CA, CWA	59,492,903	01.04.1993	33	HCL Technologies UK Limited
4	Gaurav Khosla	55	CVP & Head of Business Finance	CA	45,256,565	16.07.2019	30	Hindustan Coca Cola Beverages Pvt. Ltd.
5	Surya Pawan Kumar Vadapalli	50	CVP & Global Head of Digital Business	B.Sc., MBA – Personnel, HR & IR	43,716,101	14.05.2009	30	Satyam Computers Services Ltd.
6	Goutam Rungta	52	Corporate Vice President-Finance	CA, CWA	37,929,319	01.03.2007	29	General Motors India Pvt. Ltd.
7	Anuj Kumar Jain	59	Senior Vice President	B.Tech., MBA	31,786,370	01.07.2022	34	Self employed
8	Vineet Vedprakash Sood	58	Executive Vice President – Treasury	CWA	30,353,365	25.11.2010	34	Tata Consultancy Services Ltd.
9	Srimathi Shivashankar	57	CVP & Business Head – Edtech Services	B.E./ B.Tech., MBA	30,083,302	01.12.2010	34	Infosys Ltd.
10	Rahul Mohta	48	Head of EPO & Procurement	CA	29,633,876	16.09.2013	25	Ondot Couriers & Cargo Ltd.

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
1	Abhilash Pandey	50	Vice President	B. Tech.	11,964,667	01.10.2019	27	Quikr India Pvt. Ltd.
2	Abhinav Ghosh	39	Senior Vice President – Business Development	B.E./ B.Tech., MBA	13,868,800	25.09.2015	17	PricewaterhouseCoopers

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
3	Ajay Gupta	54	Senior Vice President	B.E./ B.Tech.	11,137,901	01.05.2003	25	PSI Data Sys Ltd.
4	Aji Kumar Balakrishnan	55	Senior Vice President	Diploma - Electronics	12,436,270	15.09.2000	35	Redington (I) Ltd.
5	Ajit Dayanand Nayak	58	Executive Vice President	Diploma in Electronics & Export-Import	14,610,035	05.07.2000	35	Global Tele-Sys. Ltd.
6	Ajit Krishnankutty Kumar	62	Chief Information Officer	B.E./B.Tech., MBA - Marketing	68,604,368	01.07.2013	37	Accenture Services Pvt. Ltd.
7	Ajit Kumar Nair	54	Vice President	B.Tech.	13,106,345	01.04.2024	28	Prodapt Solutions Pvt. Ltd.
8	Aman Kakkar	46	Practice Director	B. Tech.	11,969,560	24.06.2015	24	Microsoft India (R&D) Pvt. Ltd
9	Amit Dhingra	49	Senior Vice President	University Degree (EU)	11,684,107	30.10.2019	23	MR. Cooper
10	Amrita Kumar	50	Executive Vice President	MBA - Marketing Management	18,770,104	21.07.2008	25	Dilithium Networks
11	Anand Ramanathan	46	Associate Vice President	CA, CIMA (UK)	10,671,080	17.03.2019	23	Akomsai Management Consultants
12	Anandita Chauhan	55	Senior Vice President	BA, MA, MBA	16,584,870	21.10.2019	26	Tata Consultancy Services Ltd.
13	Anshu Dhamija	47	Senior Vice President	B.Com.	13,400,966	25.09.2000	27	Microland Ltd.
14	Antaryami Patra	58	Senior Vice President	B.Sc., MCA	10,454,714	18.05.2001	34	NIIT Ltd.
15	Anuj Kumar Jain	59	Senior Vice President	B.Tech., MBA	31,786,370	01.07.2022	35	Self employed
16	Anupama Bugatha	59	Senior Vice President	B.Sc., PMP, MCA	12,868,218	01.08.2011	34	Satyam Computers Services Ltd.
17	Arunabh Mitra	54	Senior Vice President	BBA, IIM	12,349,782	25.03.2015	29	Genpact
18	Arunkumar Ganesan	44	Associate Vice President	Computer Science Engineering	11,486,460	01.02.2020	19	Accenture Services Pvt. Ltd.
19	Arvind Saini	56	Senior Vice President	B.Sc., MCM	13,096,785	10.05.2021	31	DXC Technology India Ltd.
20	Ashish Sood	48	Associate Vice President	MCA	24,571,318	01.09.2024	20	Carefusion Development Pvt Ltd
21	Ashutosh Sharma	49	Vice President	Post Graduation	11,116,354	30.05.2022	24	Bharti Airtel Ltd.
22	Avishek Chattopadhyay	46	CVP & Chief Information Officer	B.E./ B.Tech., MBA - Marketing Management	29,096,249	02.05.2005	20	NA

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
23	Badri Narayanan Rangarajan Mangadu	51	Senior Vice President	MBA – Systems, Finance & Operations	15,381,704	16.05.2011	29	Wipro Technologies Ltd.
24	Beena Ramachandran	52	Senior Vice President	B.Sc., PGDM	11,407,632	25.10.2021	31	NTT Data
25	Chellu Ravi	49	Global Program Director	MBL	10,425,285	01.12.2024	20	Hewlett Packard Enterprise Globalsoft P Ltd
26	Dakshina Murthy Chunduri	56	Fellow	B.E./B.Tech.	11,905,588	01.02.1993	36	Softek Pvt Ltd.
27	Dalip Sachdeva	51	Vice President	CA	13,518,063	23.03.2004	27	M/s. Agarwal Sanjay & Associates
28	Debasis Sarkar	50	Executive Vice President	B.Sc., PGD – HR/ Industrial Relations	20,131,288	29.04.2013	25	Bharti Airtel Ltd.
29	Devanand Ramachandren	56	Vice President	B.Tech.	15,166,752	07.12.2010	33	Satyam Computers Services Ltd.
30	Devanathan Dilip Kumar	55	Senior Vice President	B.E./ B.Tech.	12,683,252	12.03.1998	34	Data Patterns (I) Ltd.
31	Dhanasekaran Radhakrishnan	52	Senior Vice President	B.E., Ph.D, M. Sc.	14,937,380	21.12.2020	31	Faurecia India Ltd.
32	Dhruv Kohli	43	Vice President	BBA	11,494,857	16.11.2009	21	Apara Enterprise Solutions Pvt. Ltd.
33	Durga Prasad Kancherla	56	Senior Vice President	MBA	11,238,009	07.05.2008	33	Miracle Software Systems Inc.
34	Durgaprasad Das	52	Associate Vice President	B.Sc.(Hons), MCA	12,873,171	01.06.2022	28	Action Technology Pvt. Ltd.
35	Gandhi Ramaswamy	56	Executive Vice President	CS, CA	14,028,791	18.01.2019	32	Hitachi Solutions India Pvt. Ltd.
36	Gaurav Khosla	55	CVP & Head of Business Finance	CA	45,256,565	16.07.2019	30	Hindustan Coca Cola Beverages Pvt. Ltd.
37	Gaurav Saini	46	Vice President	B. Com., GNIIT	10,997,841	16.03.2009	28	Patni Computers Systems
38	Goutam Rungta	52	Corporate Vice President-Finance	CA, CWA	37,929,319	01.03.2007	29	General Motors India Pvt. Ltd.
39	Harshdeep Arora	51	Senior Vice President	CA	11,532,024	10.05.2007	28	Indian Oil Corporation Ltd

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
40	Jimmy Thomas	47	Associate Vice President	B. Com	10,218,834	17.05.2021	22	IBM India Private Ltd.
41	Karthikeyan Mohanakrishnan	51	Vice President	M.S., B.E./ B.Tech.	11,512,035	02.01.2006	29	HCL Comnet Ltd.
42	Karunesh Abrol	52	Vice President	B.E.	22,115,884	23.02.2009	28	IBM India Private Ltd.
43	Kaushik Mazumdar	52	Vice President	B.E./ B.Tech.	10,338,644	01.12.2000	27	Asian Paints Ltd.
44	Kiran Subhash Nadgir	50	Senior Vice President	B.E./ B.Tech.	13,892,915	24.03.2011	28	Infosys Ltd.
45	Kishore Karnam	52	Vice President	B.E./ B.Tech., MBA	10,891,661	03.08.2009	29	Satyam Computers Services Ltd.
46	Krishnamurthy V G	56	Executive Vice President	M.S. – Electronics & Control	11,858,030	15.07.1998	35	GEC Alsthom India Ltd.
47	M.S. Arun Bose	49	Vice President	B.Com., PGD – Personnel, HR & IR	11,080,879	15.06.1998	29	Flex Industries Ltd.
48	Madhumit Singh Dixit	60	Executive Vice President	B.E./B.Tech, ME/M. Tech. – Electronics Engineering & Control	14,745,544	01.09.1995	36	Dalmia (Design Center)
49	Mahesh Babladkar	47	Senior Director – Software Engineering	B.E., M.S.	12,150,100	03.01.2005	22	IBM India Private Ltd.
50	Manasi Agarwal	46	Associate Vice President	M.E.	12,074,720	16.11.2022	21	Tata Consultancy Services
51	Mangesh Charuchandra Mulmule	55	Vice President	B.E., M.Tech.	21,015,677	24.08.2022	32	Virtusa Systems India Pvt. Ltd.
52	Manish Anand	57	Executive Vice President	CS, CWA	19,547,200	21.06.1995	34	Bharat Heavy Electricals Ltd.
53	Manish Kumar Sinha	49	Solutions Director	B.Tech.	12,405,760	01.09.2024	25	Carefusion Development Pvt Ltd
54	Manpreet Singh Khurana	50	Senior Vice President	B.Com., MBA – I.T. / Computer Science	14,950,645	10.10.2016	28	Bharti Airtel Ltd.
55	Merwin Dhanaraj	55	Senior Vice President	MSW	12,154,694	27.09.2006	33	Sutherland Global
56	Monu Kurien Mathew	48	Senior Vice President	B.E./B.Tech, MBA	12,528,841	12.11.2003	23	Power Trading Corporation of India Ltd.

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57	Munish Gupta	49	Senior Vice President	B.E./B.Tech, PMP, MBA	14,583,692	02.06.2003	23	S.G Agencies
58	Muralidharan Balasubramanian	54	Senior Vice President	B.E./B.Tech.	11,655,195	05.07.2010	33	Tata Consultancy Services Ltd.
59	Narendra Prabhakar Pitre	60	Senior Vice President	Postgraduate Certificate in Business Management/ M.E	14,094,793	29.10.2012	35	Geometric Ltd.
60	Naveen Kumar Malik	49	Vice President	B.Sc., MCA, IIM, Ph.D., MBA	11,896,962	16.08.2010	24	HCL Comnet Ltd.
61	Navin Sabharwal	52	EVP & Portfolio GM	B.Com, GNIIT Prof. Certification on System Management, PMP	29,178,407	26.11.1998	26	NA
62	Nidhi Pundhir	50	Senior Vice President – Global CSR	Ph.D.	12,144,911	16.05.2016	28	HCL Foundation
63	Nitin Mohta	43	Senior Vice President	B.E., MBA	15,754,023	01.09.2023	20	LTI Mindtree Ltd.
64	Pankaj Ahuja	47	Associate Vice President	MCA	11,021,957	26.09.2022	22	Nokia Solutions and Networks India Pvt Ltd
65	Piyush Saxena	47	Senior Vice President	B.E./B.Tech, PGD – Telecommunication	14,679,827	01.07.2002	22	NA
66	Prabhash Ojha	51	Senior Vice President	B.E. (Aeronautics)	14,172,085	15.07.2019	26	Searce Logistics Analytics LLP
67	Prabhuraman Sayanam	56	Executive Vice President	B.E./B.Tech	14,684,685	29.08.1988	37	HCL Comnet Ltd.
68	Prasad R A	54	Senior Vice President	B.E./ B.Tech., PMI	12,483,152	23.05.2002	32	Cisco Systems
69	Prasun Roy Barman	58	Executive Vice President	B.Tech. – Electronics & Communications, MBA	17,317,385	07.08.2003	31	CSC India Ltd.
70	Praveen Sawakar	54	Associate Vice President	MBA	11,645,560	10.02.2025	26	Procloz Services Private Ltd.
71	Praveen Seth	52	Senior Vice President	CA	10,923,969	03.01.2005	27	HCL Comnet Ltd.
72	Prikshit Goel	49	Vice President	B.E. (Hons)	14,077,246	07.10.2021	24	Wipro Ltd.
73	Prince Jayakumar Dhanaraj	51	Executive Vice President	M.A.	26,591,456	26.04.2024	26	Diamondpick

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74	Puneet Mehra	55	Executive Vice President	CA, CWA, B.Com. (Hons.)	14,723,465	19.08.2003	30	HCL Comnet Ltd.
75	Pushkin Chopra	50	Vice President	GNIIT, B.Sc.	10,823,964	01.02.2000	28	HCL Comnet Systems & Services Ltd.
76	Rahul Mohta	48	Head of EPO & Procurement	CA	29,633,876	16.09.2013	25	Ondot Couriers & Cargo Ltd.
77	Rahul Singh	63	Chief Operating Officer- Corporate Functions	B.E./B.Tech, MBA - Finance	75,901,986	03.05.2010	40	TCS - eSERVE
78	Rahul Sood	54	Senior Vice President	B. Tech.	15,569,836	15.02.2022	31	Coforge Ltd.
79	Raj Kumar Walia	59	Executive Vice President	CWA	16,356,991	05.06.1995	38	Pfizer Ltd.
80	Rajan Gurumurthy Pillay	49	Vice President	University Degree(EU)	11,060,555	16.09.2024	28	Tata Consultancy Services Ltd
81	Rajat Das	51	Global Technology Director	B.Tech.	18,142,161	24.02.2015	21	Microsoft India Pvt. Ltd
82	Rajendra Singh Brar	44	Senior Solution Director	MCA	12,623,151	03.06.2013	24	Microsoft India (R&D) Pvt. Ltd
83	Ram Amar Samant	52	Associate Vice President	GNIIT, MBA	10,893,542	07.07.1997	28	NA
84	Ramadhyani Rendu Chintala	48	Senior Vice President	B.E.	10,372,378	14.11.2016	26	Tata Consultancy Services Ltd.
85	Rampal Singh	43	Senior Vice President	B. Sc., Polytechnic Diploma	10,974,521	25.04.2011	19	CSC India Ltd.
86	Rangarajan Vijayaraghavan	61	Executive Vice President	B.A., M.A. - Personnel, HR & IR	20,886,986	22.05.2009	38	Satyam Computers Services Ltd.
87	Ravi Bansal	51	Vice President	PGBA	11,027,314	25.10.2004	27	IBM India Private Ltd.
88	Ravi Yeddanapudi	53	Executive Vice President	B.E./B.Tech. - Electronics	21,226,303	06.12.2007	31	HCL Comnet Ltd.
89	Ravish Talwar	44	Vice President	BA	13,248,057	12.01.2015	23	iYOGI Technical Services Pvt. Ltd.

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90	Ravishankar Sethuraman	59	Senior Vice President	B.E./B.Tech. – Electronics & Telecommunication	13,349,627	08.07.1999	39	DSQ Software Ltd.
91	Reena Sharma	57	Associate Vice President	ICWA	13,911,416	07.03.2025	35	WNS
92	Rishi Mehta	49	Senior Vice President	B.Tech., MBA – IT & Marketing	25,851,738	01.02.2022	23	Cyble Solution Pvt. Ltd.
93	S U M Prasad Dhanyamraju	56	Senior Vice President	PMI, M. Sc.	12,528,011	17.02.1997	29	STI Power India Pvt. Ltd.
94	Sachin Bhatnagar	35	Associate Director – HR	B.Sc.	10,472,803	05.05.2014	14	Towers Watson
95	Samir Kapoor	53	Vice President	B. Sc.	11,237,277	01.09.2020	31	Mphasis Ltd.
96	Sandeep Bansal	51	Vice President	B.E./B.Tech, MBA	10,522,148	19.08.2014	26	Bhartiya City Developers Pvt. Ltd.
97	Sanjay Berry	56	Senior Vice President	CA	18,259,886	15.12.2021	30	Self Employed
98	Sanjay Gupta	56	Corporate Vice President	B.E./ B.Tech.	28,298,824	20.04.1995	30	NA
99	Sanjoy Ghosh	51	Executive Vice President	B.Sc., PGCPM	19,632,711	08.05.1995	31	Nucleus Software Exports Ltd.
100	Sanoy Pokkudiyil Mathew	53	General Manager – Operations	M. Sc.	10,522,274	01.12.2024	18	Hewlett Packard India Software Operations Private Limited
101	Sashi Kumar Pudur Radhakrishnan	54	Senior Vice President	B.Sc., M. Sc.	10,832,575	14.07.1995	32	Processware Systems
102	Sathish Mani	44	Associate Vice President	M. Sc.	11,141,458	28.01.2010	24	Gavs Technologies Pvt Ltd
103	Saurabh Gupta	51	Vice President	B.E., MBA – Information Systems	14,933,331	01.03.2021	29	Tata Consultancy Services Ltd.
104	Saurabh Singh	53	Senior Vice President	B.Tech., MBA	12,936,571	14.07.2023	30	Tech Mahindra Ltd.
105	Sethu Seetharaman S	59	Senior Vice President	BA, MA, MBA	25,210,963	27.07.2022	33	Mphasis Ltd.
106	Shashidhar Krishnamurthy	56	SVP –Head Of Engg. – ISD Telecom Product	B.E./B. Tech. (Electronics)	13,560,032	01.09.1991	34	NA

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107	Shiv Kumar Walia	57	Chief Financial Officer	CA	59,492,903	01.04.1993	33	HCL Technologies UK Limited
108	Somjith Nair	43	Director-Network & Information Security	Diploma	16,374,940	01.11.2023	19	Verizon Data Services India Pvt Ltd
109	Sonal Sharma	48	Vice President	B.Sc., LLB	15,849,807	29.11.2022	23	Novartis Healthcare Pvt. Ltd.
110	Srikanth NK	57	Senior Vice President	B.E., PGD – General Management	16,439,933	01.09.2021	40	Touch 212 Solutions Pvt. Ltd.
111	Srimathi Shivashankar	57	CVP & Business Head – EdTech Services	B.E./B.Tech, MBA	30,083,302	01.12.2010	34	Infosys Ltd.
112	Srinivasan Aravamudhan	55	Executive Vice President	B.Sc., M.Sc. – I.T. / Computer Science	17,782,945	09.09.2015	36	Genpact
113	Srinivasan Govindan	54	Vice President	MSW	11,629,808	11.03.2013	32	Isoft R & D Private Ltd
114	Srivathsa G	53	Senior Vice President	B.E./B.Tech, M.S.	13,295,948	10.05.2004	31	Donaldson India Filter Systems Pvt. Ltd.
115	Subodh Kumar Jain	46	Senior Vice President	CA	16,960,487	27.05.2005	23	LG Electronics India Pvt. Ltd.
116	Sujanapal Nechooli Damodaran	55	General Manager – Operations	M. Sc.	10,642,378	01.12.2024	33	Hewlett Packard India Software Operations Private Limited
117	Sumant Mukund Dhopate	48	Deputy General Manager – Solutions	B.E.	11,299,583	07.11.2012	13	Hewlett Packard Enterprise India Private Limited
118	Sumithra Ranganathan	52	Senior Vice President	B. Tech.	22,434,475	22.06.2023	30	Capgemini Engineering
119	Sunit Kumar Tyagi	56	Senior Vice President	Diploma in Electronics	13,705,955	01.10.2015	30	IBM India Private Ltd.
120	Surya Pawan Kumar Vadapalli	50	CVP & Global Head of Digital Business	B.Sc., MBA – Personnel, HR & IR	43,716,101	14.05.2009	30	Satyam Computers Services Ltd.
121	Sushovan Chatterjee	49	Senior Vice President	BBA, PGBA	13,380,736	15.09.2008	26	NIIT Ltd.
122	Tarun Aggarwal	51	Senior Vice President	B.E., MBA	12,597,489	02.05.2023	27	Girnarssoft Education Services Pvt. Ltd.

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123	Thimmaiah Pandanda Changappa	57	Senior Vice President	B.E./ B.Tech. (Computer Science & Engineering)	16,254,668	22.08.2002	34	Phoenix Global
124	Venkata Ramana Samudrala	61	Executive Vice President	B.E./B.Tech. – Electronics & Communications	22,587,164	08.01.2015	37	Genpact
125	Venkatakrishna Sundaresan	55	Vice President	B.Sc., PGBA	11,631,546	23.08.2023	32	Inchcape Shipping Services
126	Vigneshwer Rao Kodavalla	53	Senior Vice President	B.E. – Civil	13,425,906	03.08.2020	28	Kfin Technologies Pvt. Ltd.
127	Vijayakumar Kesanapalli	55	Senior Vice President	B .Tech.	17,636,940	17.08.2023	36	Wipro Ltd.
128	Vikas Dureja	53	Vice President	B.E./B.Tech, MBA	10,700,939	04.01.2016	29	Steria (India) Ltd
129	Vikas Sharma	56	Executive Vice President	MBA – HR	24,888,407	26.07.2010	31	HCL Comnet Ltd.
130	Vikas Soni	46	Associate Vice President	B.Tech.	13,680,706	01.08.2024	24	Intel Technology India Private Ltd
131	Vikrant Dhawan	57	Senior Vice President	LLB., B.Com.	16,572,849	28.04.2008	29	Glaxo Smith Kline Consumer Health Care Limited
132	Vineet Vedprakash Sood	58	Executive Vice President – Treasury	CWA	30,353,365	25.11.2010	34	Tata Consultancy Services Ltd.
133	Vinod Anjan Tete	54	Senior Vice President	B.E./B.Tech, MBA	10,340,666	20.11.2013	32	NIIT Technologies Ltd.
134	Vinutha M S Rao	52	Senior Vice President	B.E./ B.Tech.	10,899,442	11.03.2002	27	CyberCash India Pvt. Ltd.
135	Vipul Arora	49	Senior Vice President	MBA	11,751,508	09.01.2025	26	Sattva Media And Consulting Pvt Ltd
136	Virender Singh	48	Vice President	BA, MCA	10,700,991	01.10.2004	26	Sysarris Software Pvt. Ltd.
137	Vittal Devarajan	56	Senior Vice President	B.E./B.Tech, MBA	12,278,865	31.03.2006	32	Ramco System Ltd.
138	Vivek Dhir	52	Vice President	CA	14,929,498	23.08.2017	23	HSBC

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
1	Anand Ashok Chandwadkar	49	Global Operations Director	MCA	2,513,792	27.11.2025	23	Anand Ashok Chandwadkar
2	Anjana Ravi Singh	47	Vice President	PGDBA	7,401,060	05.04.2021	25	concentrix india pvt ltd
3	Anuj Kumar Srivastava	44	Group Technical Manager	B. Tech.	3,451,457	20.03.2007	22	Hewlett Packard India Software Operations Private Limited
4	Arul Sundaram	59	Global Practice Director	B. Tech.	3,118,353	03.04.2003	33	Thinksoft Global
5	Arulanandham Kulandaivel	48	Group Manager	B.E.	4,267,900	01.06.2024	12	Broadcom
6	Arun Kumar Balasubramanian	45	Associate General Manager	B. Sc.	6,818,370	01.11.2023	18	Verizon Data Services India Pvt Ltd
7	Bharath Chandra Yadav Maddepuri	50	Associate Vice President	B. Tech.	4,349,633	01.12.2008	27	Creative Labs Inc.
8	Bhaskar Sain	49	Associate Vice President	B. Tech.	7,015,916	18.01.2016	26	IBM India Private Ltd.
9	Budhish Katoch	42	Associate Consultant- Account Services	MBA	4,456,410	01.11.2023	10	Verizon Communications India Pvt Ltd
10	Chandan Bhatia	48	General Manager	MBA	1,207,535	15.01.2015	22	Mahindra Comviva Technologies Ltd
11	Chittesh Anton	31	Senior Executive	MBA	1,085,320	02.06.2022	6	HCL Technologies Bserve Ltd
12	D Ashok Kumar	49	Associate Vice President	B.E./ B.Tech	6,746,570	26.07.2021	18	KFintech
13	Deepak Raina	49	Vice President	B.E./ B.Tech.	6,348,868	17.09.2002	26	Intiqua India Ltd.
14	Devanathan Krishnan	45	Enterprise Architect	BE	2,801,995	20.02.2012	23	Dell
15	Dhiraj Kukreja	53	Senior Vice President	B.Tech.	11,857,091	27.08.2018	27	NIIT Technologies Ltd.
16	Dinesh Kumar Garg	58	Associate Vice President	MS	9,503,653	18.01.2021	35	Nokia Solutions And Networks India Pvt. Limited
17	Gaurav Maheshwari	45	Senior Vice President	CA	12,627,117	01.10.2007	23	SAP labs India Pvt. Ltd.
18	Gaurav Saxena	52	Associate Director – Software Engg.	MCA	4,578,030	11.10.2018	29	Rocket Software

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
19	Gnanaprakash Kamalanathan	47	Associate Vice President	B.E.	5,225,271	09.05.2022	26	Infosys Ltd.
20	Gunamani Rajagopal	61	Fellow	B.E. - Electronics & Communications	9,946,699	27.10.1997	39	Texas Instrument
21	Hari .	47	General Manager- Network Assurance	MBA	11,143,411	01.11.2023	15	Verizon Data Services India Pvt Ltd
22	Harikumar Srinivasan	50	Global Operations Director	MCA	2,412,237	15.02.2002	28	HCL Infosystems Ltd
23	Haritha Sarma Venkata Nimishakavi	55	Vice President	B.E./ B.Tech.	3,309,376	02.12.2010	27	Mahindra Satyam
24	Jaideep Hota	45	Associate Consultant- Account Services	BCA	2,533,219	01.11.2023	20	Verizon Communications India Pvt Ltd
25	Jei Narayanan	58	Global Operations Director	M.Tech.	3,427,854	01.03.2024	39	L & T Technology Services
26	Jotinder Jit Singh	50	Associate General Manager	Post Graduate Diploma	1,181,901	30.04.2018	22	Progressive Infotech (P) Ltd
27	Kapil Rastogi	50	Specialist	M. Com.	1,224,962	20.04.2015	19	Barclays Shared Services
28	Kiran Babu Cherukuri	56	Executive Vice President	Diploma	13,192,913	08.05.2025	33	Tech Era IT Consulting Pvt Ltd
29	Kiran Malla	46	General Manager- Security Engg.	MBA	13,273,543	01.11.2023	14	Verizon Data Services India Pvt Ltd
30	Kishore Babu Kothuru	53	Associate Vice President	MBA	1,540,647	01.12.2022	28	Adobe Systesms India Pvt Ltd
31	Kumar Ashish	48	Deputy General Manager	MCA	1,258,081	16.08.2004	26	Acl Wireless Ltd
32	Kusuma Katyayani Lanka	35	Technical Lead	MBA	1,269,006	25.02.2022	13	Amazon Development Centre
33	M. Govindan	39	Sr. Consultant- Network Assurance	BE	2,447,658	01.11.2023	18	Verizon India Pvt Ltd
34	Manish Dwarkaprasad Sharma	50	Vice President	MBA	6,293,131	17.09.2025	28	Mu Sigma

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35	Manoj Kumar Chennakki	25	Technical Lead	B. Tech.	1,135,049	11.10.2022	3	NA
36	Mathew Bijo Ponnathanathu	51	Associate Vice President	MCA	4,710,405	10.04.2003	28	Ypoint Technologies / Xoriant Technologies
37	Milan Dasgupta	58	Senior Vice President	DCA	6,906,407	06.11.2006	36	Qualcomm Inc.
38	Mohammed Nadeem Farooqui	48	Group Operations Manager	MBA	6,321,229	22.04.2024	14	Citrix
39	Muraliram Kalyanaram	58	Vice President	B. Tech.	7,833,926	01.08.2005	36	NA
40	Namrata Tiwari	43	Senior Technical Manager	MCA	890,718	02.07.2007	18	NA
41	Narayana Reddy	53	Senior Solution Director	B.E.	2,870,364	22.02.2010	25	EMC2
42	Navneet Sharma	44	Global Practice Director	B. Tech.	4,744,584	08.03.2010	23	Infosys Ltd.
43	Neelakarun Asari	50	Director	MCA	4,807,559	02.04.2009	27	Infosys Ltd.
44	Neeraj Marwaha	43	Senior Vice President	MBA	12,023,786	11.09.2017	20	Microsoft Corporation (India) Pvt. Ltd.
45	Nirmala Datla	61	Executive Vice President	B.E./ B.Tech.	12,627,872	24.04.2014	38	Microsoft India (R&D) Pvt. Ltd
46	Palanisamy Subramanian	39	Senior Solutions Architect	M. Tech.	2,074,567	29.10.2012	21	Dell Emc
47	Pankaj Prabhakar Sonawane	41	Associate General Manager-Account Services	B.E.	4,368,227	01.11.2023	21	Verizon Communications India Pvt Ltd
48	Perinbam Kuppuswamy	58	Enterprise Architect	B.E.	5,451,346	19.05.2010	33	Dell Technologies
49	Pradeep Kattekyatanahalli Shashidhar	45	Senior Software Architect	B.E.	1,576,088	12.01.2007	23	IBM India Private Ltd.
50	Pragati Bhargava	53	Vice President	MBA	8,538,934	01.06.2021	29	Quess Corp
51	Pranav Ranjan	58	General Manager	B. Tech.	1,687,824	09.10.2000	37	Provillage Software

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52	Prasad Vijayeswara Vedantam	53	Associate Vice President	M.E.	7,138,452	07.05.1997	31	Deutsche Software
53	Praveen P Uppin	41	Associate Consultant-Account Services	BCA	2,271,627	01.11.2023	18	Verizon Data Services India Pvt Ltd
54	Rabindra Kumar Jha	43	Associate Consultant-Account Sv	M. Sc.	3,095,683	01.11.2023	11	Verizon Data Services India Pvt Ltd
55	Rajasekhar Sarangu	55	General Manager	MCA	1,283,253	01.11.1999	31	Arpa Ligics Inc.
56	Rajendra Pratap	51	Associate Vice President	Ph.D, D.Phil	4,702,907	27.08.2024	27	Einfochips Pvt Ltd
57	Rajesh Dhiman	42	Associate Vice President	MBA	1,038,631	01.07.2024	18	Thoughtspot India Private Limited
58	Rajeshwar Ponrajan	46	Solutions Architect	BE	1,834,809	12.03.2012	23	Dell Technologies
59	Rajeswari Pandiaraj	51	Associate General Manager	MCA	6,587,162	01.11.2023	11	Verizon Communications India Pvt Ltd
60	Rajiv Tippanna Bijjal	60	Vice President	B.E./ B.Tech.	4,819,675	14.07.2014	35	Mphasis Ltd.
61	Ram Rajamanickam	56	Vice President	MBA	3,635,580	24.03.2003	35	Profl Access Ltd.
62	Ravi Kumar Chirugudu	57	Senior Vice President	M.E. - Electronics and Control	21,873,386	05.09.2018	35	Aricent Technologies (Holdings) Ltd.
63	Rishi Matta	48	Associate Vice President	B. Com.	7,382,074	06.07.2022	23	Genpact
64	Sadasivam Shanmugam	49	Senior Solutions Architect	MBA	3,649,149	02.02.2011	23	EMC2
65	Sagar Atmaram Aradhye	50	Group Manager-Vendor Mgmt	Executive PGDM	12,517,332	01.11.2023	16	Verizon Communications India Pvt Ltd
66	Sagar Navalagi	37	Associate Consultant-	BE	2,655,705	01.11.2023	11	Verizon Data Services India Pvt Ltd
67	Sanjay Kumar Kapoor	52	Associate Vice President	B. Tech.	10,294,817	01.10.1997	31	Tata Cosultancy Ltd
68	Sanjay Sharma	53	Vice President	PGDBA	4,917,432	01.12.2025	24	Wipro Ltd.
69	Sanjog Chugani	56	Vice President	B.E./ B.Tech.	4,234,648	03.11.2009	33	Infosys Ltd.

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
70	Saravanan Rangamannar	59	Vice President	B. Tech.	11,436,829	02.03.2001	41	Raffles Software
71	Satya Swarup Mishra	53	Vice President	B.E., MBA	6,271,312	01.09.2022	30	Accenture Solutions Pvt Ltd
72	Saurabh Mangla	44	Vice President	MBA	13,447,489	15.12.2016	18	Swiss Re Global Business Solution
73	Saurabh Sharma	42	Associate Vice President	MBA	5,424,227	09.06.2008	17	NA
74	Saye Balasubramaniam Subramanian	50	Enterprise Architect	M. Sc.	7,338,541	15.07.2013	25	Dell Technologies
75	Seenivasan A S	57	Global Operations Director	B. Tech.	2,809,299	27.04.1998	34	Tata Electric
76	Senthil Sundaram	51	Solution Director	MCA	3,474,131	15.05.2020	15	Extreme Networks
77	Senthilnathan Sadagopan	44	Associate General Manager	M. Sc.	3,681,102	17.05.2006	19	Dell Technologies
78	Sheik Abdul Rahman Abdul Hakim	51	General Manager	B. Tech.	8,616,135	22.01.2001	29	Mastek Limited
79	Shivraj Bhagwan Thakare	53	Associate Vice President	B.Tech., M.E./ M.Tech.	11,057,925	24.02.2025	26	Intel Technology India Pvt Ltd
80	Shubham Agarwal	28	Senior Analyst	B. Tech.	1,122,389	16.09.2019	6	NA
81	Sivakumar Subramanian	49	Vice President	B.E.	13,490,823	05.05.2025	27	Accenture Technology Services Pvt Ltd
82	Soumyajit Das	41	Associate Consultant- Account Services	B. Tech.	3,762,109	01.11.2023	13	Verizon Data Services India Pvt Ltd
83	Sri Rajasekhar Jonnalagadda	47	Vice President	Senior Secondary	3,597,063	10.08.2005	24	Goldstone Technologies Ltd
84	Sudhir Kumar Singh	50	Senior Vice President	Post Graduate Diploma	1,060,185	03.03.2026	28	Accenture India Private Limited
85	Sumit Kaul	45	Group Manager- Account Services	MCA	5,599,316	01.11.2023	20	Verizon Communications India Pvt. Ltd.
86	Sunil Yadav	30	Senior Analyst	B. Sc.	1,052,904	29.07.2022	7	Tech Mahindra Ltd.

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
87	Suresh Kuppurao	54	Senior Solution Director	MBA	3,926,123	02.02.2006	35	Dell
88	Sushant Tiwari	42	Senior Sales Director	B. Tech.	9,874,825	08.03.2010	20	Accenture Services Pvt Ltd
89	Syamesh Varaparambi Mohan	47	Senior Solutions Architect	B.E.	2,336,289	18.06.2012	22	Dell
90	T Mani	43	Technical Lead	MCA	1,262,301	26.12.2024	19	Inventech Info Solutions Pvt. Ltd
91	Tanveer Pasha	38	Specialist-Account Services	MBA	1,727,200	01.11.2023	6	Verizon Data Services India Pvt Ltd
92	Tarannum Ara	46	Associate Vice President	MBA	4,393,627	08.08.2024	22	Teleperformance Global Business Private Limited
93	Thiruselvam Karuppiah	58	Director	B. Tech.	6,710,768	15.02.2006	25	HCL Comnet Systems & Services Ltd.
94	Uma Mahesh Vaddi	52	Deputy General Manager	MCA	2,843,198	24.02.1997	29	NA
95	Uma Maheswara Rao Pilla	31	Senior Software Engineer	B. Tech.	1,213,036	22.11.2021	4	Udvitha Software Services Private Limited
96	Venkata Rama Subrahmanya Srikaant Kakarl	45	Associate Director	BCA, MCA	5,290,338	11.04.2022	21	Apotex Research Pvt. Ltd.
97	Venkatajaya Hanumantha Rao Puvvada Sivan	45	Solution Director	B. Tech.	8,824,128	08.12.2017	22	Ernst & Young LLP
98	Venkateswarlu Akam	39	Associate Consultant-Account Services	MBA	3,780,087	01.11.2023	10	Verizon Data Services India Pvt Ltd
99	Venkatraman Balasubramanian	44	Senior Enterprise Architect	B.E.	8,269,041	07.06.2025	17	Microsoft India (R&D) Pvt. Ltd
100	Venkatramanan Rangarao	53	Associate Vice President	B. Tech.	5,702,878	19.04.2010	31	Wipro Ltd.
101	Vikrant Chowdhary	51	Senior Vice President	B.Sc., MBA	17,983,548	11.11.2024	27	Self Employed
102	Vinay Thakral	55	Associate Vice President	IT infrastructure Library	12,982,886	01.09.2003	35	HCL Singapore Pte. Ltd.

S. No.	Name	Age	Designation	Educational Qualification	Remuneration Received during the year (₹)	Date of Joining	Experience in Years	Previous Employment
103	Virendra Kumar Shukla	44	Manager-Network Operations	B. Sc.	8,191,755	01.11.2023	17	Verizon Communications India Pvt Ltd
104	Vishal Deep	46	Manager-Network Operations	M.E.	8,650,832	01.11.2023	17	Verizon Communications India Pvt Ltd
105	Vishal Ravikant	54	Associate Vice President	Executive PGDM	5,541,766	22.09.2025	30	Publicis

Notes:

- 1 None of the employees listed above is a relative of any director of the Company.
- 2 The nature of employment is contractual in all the above cases.
- 3 The remuneration includes Long Term Incentive to the employees which was disbursed by the Company during the financial year 2025-26 and it also includes the perquisite value of the Restricted Stock Units that were exercised by the employees during the year.
- 4 None of the employees 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.
- 5 In terms of the proviso to Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, particulars of employees posted and working in a country outside India, not being Directors or their relatives, have not been included in the above statement.
- 6 Mr. C. Vijayakumar, CEO & Managing Director, did not receive any remuneration from the Company, however, he received remuneration from HCL America Inc., a step-down wholly owned subsidiary of the Company. The details of such remuneration have been provided in the Corporate Governance Report which forms part of the Annual Report. During the financial year, no employee has received remuneration in excess of the remuneration drawn by the CEO & Managing Director.
- 7 Mr. Shiv Kumar Walia, Chief Financial Officer apart from receiving remuneration from the Company, also received GBP 0.29 million (equivalent ₹ 3.48 crores) as remuneration from HCL Technologies UK Limited, a step-down wholly owned subsidiary of the Company during FY 2025-26. This includes the perquisite value of Restricted Stock Units exercised by him during the year.

**For and on Behalf of the Board of Directors
of HCL Technologies Limited**

Roshni Nadar Malhotra
Chairperson
DIN: 02346621

Place: Noida (U.P.), India
Date: April 21, 2026