

Statement under Section 197(12) of the Companies Act, 2013 read with Rule 5(2) & (3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

A. The names of the top ten employees in terms of remuneration drawn :

I	II	III	IV	V	VI	VII	VIII	IX
Name of employee	Designation of the employee	Remuneration received (in INR)	Nature of employment, whether contractual or otherwise	Qualifications and experience of the employee	Date of commencement of employment	Age of such employee	The last employment held by such employee before joining the company	Whether any such employee is a relative of any director or manager of the company and if so, name of such director or manager
Aditya Virwani	Managing Director	11,82,59,989	Permanent	BBA / 9 years 1 month	01-04-2024*	32 years	-	Relative of Jitendra Virwani
Sachin Shah	CEO & Executive Director	5,80,36,011	Permanent	MBA/ 22 years 7 months	01-12-2025	50 years	-	No
Rajesh Kaimal	CFO & Executive Director	4,76,24,831	Permanent	MBA / 31 years 5 months	01-04-2024*	53 years	Manipal Global Education Services	No
Maria Rajesh	Chief Human Resources Officer	3,50,31,723	Permanent	BA/ 32 Years 2 months	01-04-2024*	56 years	PSI Data System	No
Reeza Sebastian Karimpanal	Chief Revenue Officer	2,38,71,102	Permanent	MBA / 21 Years 11 Months	01-04-2024*	48 years	Friesland Campina	No
Parag Natvarlal Saraiya	Chief Operating Officer, North and West	2,31,09,419	Permanent	Post Graduation/ 27 years 10 months	19-May-25	51 years	Rustomjee (Keystone Realtors Ltd).	No
Shailendra Konanur Subbaraya	Chief Operating Officer, South	2,26,10,935	Permanent	MBA / 18 years 7 months	01-04-2024*	41 years	Emirates Trading Agency	No
Vikas Khandelwal	Company Secretary and Group Chief Compliance Officer	1,77,80,586	Permanent	B.Com, LLB, Company Secretary / 21 years 7 months	10-11-2023	50 years	Omaxe Limited	No
Raghavendra R Y	Senior Vice President	1,76,13,430	Permanent	B.Com, Chartered Account / 20 years 4 months	01-04-2024*	44 years	Manipal Group	No
Gurpreet Singh Kohli	Head - Procurement	1,50,15,310	Permanent	B.E. / 26 years 5 months	01-04-2024*	46 years	Shtorm Group	No

*The date of commencement of employment reflects continuous service, including service with NAM Estates Private Limited, which merged into the Company with effect from January 24, 2025, pursuant to the Scheme of Merger approved by the NCLAT.

EMBASSY DEVELOPMENTS LIMITED

(Formerly Equinox India Developments Limited)

E: ir@embassyindia.com W: www.embassyindia.com CIN: L45101HR2006PLC095409

Bengaluru Office:

Embassy One-Pinnacle, 14th Floor,
Bellary Road, Dena Bank Colony,
Bengaluru Karnataka - 560032

T: (080) 69354859

Mumbai Office:

One World Center, Tower 2A,
4th Floor, Senapati Bapat Marg,
Mumbai – 400013

T: (022) 65722233

Registered Office:

01-1001, WeWork,
Blue One Square, Udyog Vihar
Phase 4 Rd, Gurugram, Haryana-122016

T: (0124) 4609559

The name of every employee, who-

(i) if employed throughout the financial year, was in receipt of remuneration for that year which, in the aggregate, was not less than INR 1.2 Crore;

I	II	III	IV	V	VI	VII	VIII	IX
Name of employee	Designation of the employee	Remuneration received	Nature of employment, whether contractual or otherwise	Qualifications and experience of the employee	Date of commencement of employment	Age of such employee	The last employment held by such employee before joining the company	Whether any such employee is a relative of any director or manager of the company and if so, name of such director or manager
Aditya Virwani	Managing Director	11,82,59,989	Permanent	BBA / 9 years 1 month	01-04-2024*	32 years	-	Relative of Jitendra Virwani
Sachin Shah	CEO & Executive Director	5,80,36,011	Permanent	MBA/ 22 years 7 months	01-12-2025	50 years	-	No
Rajesh Kaimal	CFO & Executive Director	4,76,24,831	Permanent	MBA / 31 years 5 months	01-04-2024*	53 years	Manipal Global Education Services	No
Maria Rajesh	Chief Human Resources Officer	3,50,31,723	Permanent	BA/ 32 Years 2 months	01-04-2024*	56 years	PSI Data System	No
Reeza Sebastian Karimpanal	Chief Revenue Officer	2,38,71,102	Permanent	MBA / 21 Years 11 Months	01-04-2024*	48 years	Friesland Campina	No
Parag Natvarlal Saraiya	Chief Operating Officer, North and West	2,31,09,419	Permanent	Post Graduation/ 27 years 10 months	19-May-25	51 years	Rustomjee (Keystone Realtors Ltd).	No
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Gurpreet Singh Kohli	Head - Procurement	1,50,15,310	Permanent	B.E. / 26 years 5 months	01-04-2024*	46 years	Shtorm Group	No
Hriday Desai	Chief Development Officer	1,49,86,469*	Permanent	BA, Business & Economics/ 17 years 4 months	01-04-2024*	39 years	Synergy Property Development Ltd	No
Manish Kumar Sinha	Finance Director	1,41,95,560	Permanent	B.Com, CA (Finance, Accounts & Audit), Master in Business Finance/ 33 years 5 months	01-Mar-23	59 years	-	No

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(ii) if employed for a part of the financial year, was in receipt of remuneration for any part of that year, at a rate which, in the aggregate, was not less than INR 8.5 lakhs per month;

I	II	III	IV	V	VI	VII	VIII	IX
Name of employee	Designation of the employee	Remuneration received (in INR)	Nature of employment, whether contractual or otherwise	Qualifications and experience of the employee	Date of commencement of employment	Age of such employee	The last employment held by such employee before joining the company	Whether any such employee is a relative of any director or manager of the company and if so, name of such director or manager
Aasif Sadiq Lanewala	Head – Interiors	8,71,085	Permanent	B.Arch/ 6 years 10 months	02-03-2026	51 years	Godrej Properties Ltd	No

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(iii) if employed throughout the financial year or part thereof, was in receipt of remuneration in that year 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 2% percent of the equity shares of the company.

I	II	III	IV	V	VI	VII	VIII	IX	X
Name of employee	Designation of the employee	Remuneration received (in INR)	Nature of employment, whether contractual or otherwise	Qualifications and experience of the employee	Date of commencement of employment	Age of such employee	The last employment held by such employee before joining the company	The percentage of equity shares held by the employee in the company within the meaning of clause (iii) of sub-rule (2) above; and	Whether any such employee is a relative of any director or manager of the company and if so, name of such director or manager
NOT APPLICABLE									

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