



SEC/SE/016/21-22

Chennai, June 17, 2021

**BSE Limited,**  
Phiroze Jeejeebhoy Towers,  
P J Towers, Dalal Street,  
Mumbai – 400 001  
Scrip Code: 533121

**National Stock Exchange of India Limited,**  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (East),  
Mumbai - 400 051  
Scrip Code: EXPLEOSOL

**Sub: Disclosure of Related Party Transactions pursuant to Regulation 23(9) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

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Dear Sir/Madam,

Pursuant to Regulation 23(9) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed disclosure of Related Party Transactions, on a consolidated basis, drawn in accordance with applicable accounting standards for the half year ended March 31, 2021.

You are requested to take the above on record and oblige.

Thanking you,

Yours faithfully,  
For Expleo Solutions Limited

S. Sampath Kumar  
Company Secretary and Compliance Officer  
Membership No. FCS 3838

Encl : As above.

## Expleo Solutions Limited

### Related Party Disclosures on a consolidated basis - half year ended March 31, 2021

#### a) Related Parties and their relationships

##### (i) Ultimate Holding Entity:

Ardian LBO Fund VI B  
Assystem SA, France

##### (ii) Holding Company

Expleo Technology Germany GmbH

##### (iii) Key Management Personnel (KMP):

Balaji Viswanathan - Managing Director & CEO  
Prof. K. Kumar - Deputy Chairman & Independent Director  
Prof. S. Rajagopalan - Independent Director  
Rajiv Kuchhal - Independent Director  
Lilian Jessie Paul - Independent Director  
Ulrich Bäumer - Independent Director  
Martin Hodgson - Non-Executive Director (w.e.f. April 9, 2020 and upto March 31, 2021)  
Ralph Franz Gillessen - Non-Executive Director and Chairman (w.e.f May 20, 2021)  
Olivier Aldrin - Non-Executive Director (upto July 15, 2020)  
Mr. Rajesh Krishnamurthy - Additional Director (w.e.f. September 01, 2020)  
Desikan Narayanan - Chief Financial Officer (CFO)  
Phani Tangirala - Senior Director - BFSI  
Stephen Magennis (w.e.f from June 27, 2019)  
Trevor Luyt - Director (w.e.f. June 27, 2019)  
N Sriram - Director (w.e.f. April 1, 2018)  
Wolfgang Moll - Director (upto June 27, 2019)

##### (iv) Fellow Subsidiaries:

Expleo India Infosystems Private Limited  
Expleo Technology Egypt  
Expleo Technology UK Limited  
Expleo Netherlands B.V.  
Expleo Group Austria GmbH  
Expleo Technology USA Inc.

##### (v) Consolidating Company

Expleo Group SAS, France

##### (vi) Entities under common control

Expleo Technologies India Private Limited  
Expleo South Africa (PTY) Limited  
Expleo Services SASU, France  
Expleo France SASU, France  
Expleo Iberia S.L.U  
Expleo Engineering UK Limited  
Expleo Technology Ireland Limited  
Expleo Stockholm AB  
Expleo Canada Inc.

##### (vii) Post employment benefit plan

Expleo Solutions Employees' Group Gratuity Scheme

#### b) Transactions with Related Parties

Particulars	Nature of Relationship	Name of the Related Party	For the half year ended March 31, 2021	For the half year ended March 31, 2020
<b>Income</b>				
<b>Income from the services rendered</b>	Holding Company	Expleo Technology Germany GmbH	4.78	6.74
	Fellow Subsidiary	Expleo India Infosystems Private Limited	0.55	0.90
	Fellow Subsidiary	Expleo Technology UK Limited	45.61	62.98
	Fellow Subsidiary	Expleo Group Austria GmbH	79.12	91.57
	Fellow Subsidiary	Expleo Technology USA Inc.	36.81	24.94
	Entities under common control	Expleo South Africa (PTY) Limited	8.74	8.38
	Entities under common control	Expleo France SASU, France*	7.38	0.99
	Entities under common control	Expleo Technology Ireland Limited	119.78	108.69
	Entities under common control	Expleo Stockholm AB	-	0.26

\*For the Previous half year, transactions with Expleo France SASU are disclosed as Expleo Services France SASU inadvertently.

**Expleo Solutions Limited**  
**Related Party Disclosures on a consolidated basis - half year ended March 31, 2021**

**b) Transactions with Related Parties(contd.)**

Particulars	Nature of Relationship	Name of the Related Party	For the half year ended March 31, 2021	For the half year ended March 31, 2020
<b>Interest on loan given</b>	Fellow Subsidiary	Expleo Technology UK Limited	-	0.58
	Entities under common control	Expleo Services SASU, France	4.63	-
<b>Expenses</b>				
<b>Managerial Remuneration</b>	Key Management Personnel	Balaji Viswanathan	8.76	7.83
	Key Management Personnel	Desikan Narayanan	3.67	3.08
	Key Management Personnel	Phani Tangirala	5.47	6.00
<b>Directors' Sitting Fees and Commission</b>	Key Management Personnel	Prof. K. Kumar	1.37	1.10
	Key Management Personnel	Prof. S. Rajagopalan	1.37	1.06
	Key Management Personnel	Rajiv Kuchhal	1.29	1.04
	Key Management Personnel	Ulrich Bäumer	1.21	0.92
	Key Management Personnel	Lilian Jessie Paul	1.29	1.02
<b>Expenses for services rendered</b>	Holding Company	Expleo Technology Germany GmbH	1.45	0.24
	Fellow Subsidiary	Expleo India Infosystems Private Limited	2.78	6.59
	Fellow Subsidiary	Expleo Technology Egypt	2.08	-
	Fellow Subsidiary	Expleo Technology UK Limited	16.34	7.52
	Fellow Subsidiary	Expleo Netherlands B.V.	1.48	5.53
	Fellow Subsidiary	Expleo Technology USA Inc.	13.77	-
	Entities under common control	Expleo Services SASU, France	-	-
	Entities under common control	Expleo Iberia S.L.U	38.24	40.69
Entities under common control	Expleo Canada Inc.	1.47	7.66	
<b>Other Transactions</b>				
<b>Loan Given **</b>	Fellow Subsidiary	Expleo Technology UK Limited	-	3.08
	Entities under common control	Expleo Services SASU, France	5.70	-
<b>Contribution paid to the Group Gratuity</b>	Post employment benefit plan	Expleo Solutions Employees' Group Gratuity Scheme	1.03	10.00
<b>Buy back of shares</b>	Key Management Personnel	Rajiv Kuchhal	-	-
<b>Cost Reimbursement Received</b>	Holding Company	Expleo Technology Germany GmbH	-	0.03
	Fellow Subsidiary	Expleo India Infosystems Private Limited	0.02	-
	Fellow Subsidiary	Expleo Technology UK Limited	0.03	-
	Fellow Subsidiary	Expleo Group Austria GmbH	0.44	1.42
	Entities under common control	Expleo South Africa (PTY) Limited	-	0.66
	Entities under common control	Expleo Technology Ireland Limited	0.03	2.29
<b>Cost Reimbursement Paid</b>	Holding Company	Expleo Technology Germany GmbH	1.66	-
	Fellow Subsidiary	Expleo India Infosystems Private Limited	0.94	0.96
	Fellow Subsidiary	Expleo Technology Egypt	0.02	-
	Fellow Subsidiary	Expleo Technology UK Limited	5.04	1.86
	Fellow Subsidiary	Expleo Netherlands B.V.	0.21	-
	Fellow Subsidiary	Expleo Technology USA Inc.	0.77	0.81
	Entities under common control	Expleo Technologies India Private Limited	0.98	0.96
	Entities under common control	Expleo South Africa (PTY) Limited	0.26	-
	Entities under common control	Expleo Services SASU, France	2.58	-
	Entities under common control	Expleo France SASU, France	26.02	-
Entities under common control	Expleo Engineering UK Limited	0.13	-	
Entities under common control	Expleo Technology Ireland Limited	-	-	

\*\*The balances of the foreign currency loan are restated as at March 2021 and March 2020.

**Expleo Solutions Limited**  
**Related Party Disclosures on a consolidated basis - half year ended March 31, 2021**

**b) Transactions with Related Parties(contd.)**

Particulars	Nature of Relationship	Name of the Related Party	As at March 31, 2021	As at March 31, 2020
<b>Outstanding Balances</b>				
<b>Amounts Receivable from</b>	Holding Company	Expleo Technology Germany GmbH	-	4.79
	Fellow Subsidiary	Expleo India Infosystems Private Limited	0.02	0.75
	Fellow Subsidiaries	Expleo Technology UK Limited	14.06	23.76
	Fellow Subsidiaries	Expleo Group Austria GmbH	42.59	51.31
	Fellow Subsidiaries	Expleo Technology USA Inc.	13.22	17.37
	Entities under common control	Expleo South Africa (PTY) Limited	5.52	12.08
	Entities under common control	Expleo France SASU, France	2.96	-
	Entities under common control	Expleo Technology Ireland Limited	47.57	60.73
	Entities under common control	Expleo Stockholm AB	-	-
<b>Amounts Payable to</b>	Holding Company	Expleo Technology Germany GmbH	1.44	1.83
	Fellow Subsidiary	Expleo India Infosystems Private Limited	2.44	6.76
	Fellow Subsidiary	Expleo Technology Egypt	2.10	-
	Fellow Subsidiary	Expleo Technology UK Limited	2.81	16.83
	Fellow Subsidiary	Expleo Netherlands B.V.	0.46	2.09
	Fellow Subsidiary	Expleo Group Austria GmbH	-	1.86
	Fellow Subsidiary	Expleo Technology USA Inc.	5.30	0.30
	Entities under common control	Expleo Technologies India Private Limited	0.18	0.17
	Entities under common control	Expleo South Africa (PTY) Limited	0.25	-
	Entities under common control	Expleo France SASU, France	3.95	-
	Entities under common control	Expleo Iberia S.L.U	7.69	39.93
	Entities under common control	Expleo Canada Inc.	-	7.66
	Post employment benefit plan	Expleo Solutions Employees' Group Gratuity Scheme	20.31	8.11
<b>Provision for expenses</b>	Key Management Personnel	Balaji Viswanathan	2.82	3.39
	Key Management Personnel	Desikan Narayanan	1.26	1.20
	Key Management Personnel	Phani Thangirala	0.56	0.52
	Key Management Personnel	Prof. K. Kumar	1.15	0.90
	Key Management Personnel	Prof. S. Rajagopalan	1.15	0.90
	Key Management Personnel	Rajiv Kuchhal	1.15	0.90
	Key Management Personnel	Ulrich Bäumer	1.15	0.90
	Key Management Personnel	Lilian Jessie Paul	1.15	0.90
<b>Outstanding Balance of Loan Given</b>	Fellow Subsidiary	Expleo Technology UK Limited	-	46.54
	Entities under common control	Expleo Services SASU, France	195.66	-
<b>Interest Receivable on Loan</b>	Fellow Subsidiary	Expleo Technology UK Limited	-	0.29
	Entities under common control	Expleo Services SASU, France	2.54	-

**c) Details of Compensation paid to Key Management Personnel**

Particulars	Nature of Relationship	Details	For the half year ended March 31, 2021	For the half year ended March 31, 2020
<b>Employee benefit expenses</b>	Key Management Personnel	Short term benefits	17.90	16.91
		Post employment benefits***	-	-
		Other long term benefits***	-	-
		Termination benefits	-	-
		Share based payments	-	-
		<b>Total</b>	<b>17.90</b>	<b>16.91</b>

\*\*\* Remuneration to Key Managerial Personnel does not include charge for gratuity and compensated absences, as employee-wise breakup is not available.