

Changes in our Key Managerial Personnel and Senior Management in the three immediately preceding years:

Details of the changes in our Key Managerial Personnel and the Senior Management in the three immediately preceding years are set forth below:

Name	Date of change	Reason
Ravinder Singh Beniwal	September 30, 2021	Resigned as the Chief Operating Officer
Deo Shankar Tripathi	December 4, 2022	Cessation of term as managing director and chief executive officer
Rishi Anand	January 3, 2023	Appointment as Managing Director and Chief Executive Officer
Deo Shankar Tripathi	January 3, 2023	Appointment as Whole-Time Director and Executive Vice Chairman
R Anil Kumar Nair	May 17, 2023	Appointment as Chief Business Officer
Hrishikesh Jha	May 19, 2023	Cessation of term as the Chief Peoples Officer
Sreekanth V.N.	September 30, 2023	Cessation of term as the Company Secretary upon appointment as Chief Compliance Officer.
Harshada Pathak	October 1, 2023	Appointment as Company Secretary and Compliance Officer
Sreekanth V.N.	October 1, 2023	Appointment as Chief Compliance Officer
Vikas Bansal	October 23, 2023	Appointment as Chief Human Resource Officer
Vikas Bansal	April 10, 2024	Resigned as the Chief Human Resource Officer

Payment or benefit to officers of our Company

Except statutory entitlements for benefits upon termination of their employment in our Company or retirement, no officer of our Company, including our Directors, Key Managerial Personnel and Senior Management, is entitled to any benefits upon termination of employment under any service contract entered into with our Company. Except as stated otherwise in this Red Herring Prospectus and any statutory payments made by our Company, no amount or benefit has been paid or given, in the two years preceding the date of this Red Herring Prospectus, or is intended to be paid or given to any of our Company's officers except remuneration for services rendered as Directors, officers or employees of our Company.

Bonus or profit sharing plans for our Key Managerial Personnel and Senior Management

Other than the performance bonus component of their remuneration, our Key Managerial Personnel and Senior Management are not parties to any bonus or profit-sharing plan of our Company.

Employee stock option plan and employee stock appreciation rights plan

For details of our employee stock option and employee stock appreciations rights plans, see "*Capital Structure*" beginning on page 74.