

Terms of Appointment of our Executive Director

Rishi Anand

Pursuant to the resolution passed by the Board on January 3, 2023, Rishi Anand was appointed as the Managing Director and Chief Executive Officer till December 26, 2027 and his appointment was subsequently approved by the Shareholders at the EGM held on March 23, 2023. Pursuant to the resolutions passed by the Board on January 3, 2023 and January 21, 2024, and the Shareholders on March 23, 2023, his remuneration was fixed as per the provisions of Sections 196, 197 and 203 read with Schedule V of the Companies Act, Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and such revision in the remuneration as may be approved by the Nomination and Remuneration Committee of the Board.

The details of the remuneration and perquisites payable to him during the term of his office, include the following:

- a. Salary and other allowance amounting to ₹ 17.19 million per annum (fixed);
- b. 1,257,437 stock options as per ESOP 2020 and 103,741 stock options as per the Erstwhile ESAR 2018 and such other options as may be granted from time to time by the Nomination and Remuneration Committee and Board under any of the scheme framed by the Company;
- c. Leave travel expenses for self and family in accordance with the Company's policy;
- d. Life Insurance cover as per the Company's policy;
- e. Accidental Insurance cover as per the Company's policy;
- f. One car for use of Company's business as per Company's policy;
- g. Other expenses including entertainment, domestic/international travelling and all other expenses incurred for the business of the Company as per the Company's policy;
- h. Contribution towards provident fund and/or national pension scheme as per the Company's policy;
- i. Gratuity and/or contribution to the gratuity fund of the Company as per the Company's policy;
- j. Other allowances/benefits perquisites including housing loans, as per the rules applicable to senior executives of the Company and/or which may become applicable in the future and/or any other allowance, perquisites as approved by the Board/NRC from time to time; and
- k. Any other one time/periodic retirement allowances/benefits as may be decided by the Board at the time of retirement.

The aggregate remuneration & perquisites payable to Rishi Anand will be reviewed by the Nomination & Remuneration Committee and the Board every year subject to the monetary limits provided under section 197 and 198 of the Companies Act, 2013 read with schedule V of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

Deo Shankar Tripathi

Pursuant to the resolution passed by the Board on January 3, 2023, Deo Shankar Tripathi was appointed as a Whole – Time Director and Executive Vice-Chairman of our Company till December 26, 2027 and his appointment was subsequently approved by the Shareholders at the EGM held on March 23, 2023. Pursuant to the resolutions passed by the Board on January 3, 2023 and January 21, 2024, and the Shareholders on March 23, 2023, his remuneration was fixed as per the provisions of sections 196, 197 and 203 read with Schedule V of the Companies Act, Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and such revision in the remuneration as may be approved by the Nomination and Remuneration Committee of the Board.

The details of the remuneration and perquisites payable to him during the term of his office, include the following:

- a. Salary and other allowance amounting to ₹ 20.84 million per annum (fixed);
- b. 1,811,858 stock options as per ESOP 2020 and 633,033 Stock options as per the Erstwhile ESAR 2018 and such other options as may be granted from time to time by the Nomination and Remuneration Committee and Board under any of the scheme framed by the Company;
- c. Leave travel expenses for self and family in accordance with the Company's policy;
- d. Life Insurance cover as per the Company's policy;
- e. Accidental Insurance cover as per the Company's policy;
- f. One car for use of Company's business as per Company's policy;
- g. Other expenses including entertainment, domestic/international travelling and all other expenses incurred for the business of the Company as per the Company's policy;
- h. Contribution towards provident fund and/or national pension scheme as per the Company's policy;
- i. Gratuity and/or contribution to the gratuity fund of the Company as per the Company's policy;
- j. Other allowances/benefits perquisites including housing loans, as per the rules applicable to senior executives of the Company and/or which may become applicable in the future and/or any other allowance, perquisites as approved by the Board/NRC from time to time; and
- k. Any other one time/periodic retirement allowances/benefits as may be decided by the Board at the time of retirement.

The aggregate remuneration & perquisites payable to Deo Shankar Tripathi will be reviewed by the Nomination & Remuneration Committee and the Board every year subject to the monetary limits provided under section 197 and 198 of the