

RateGain

August 24, 2026

To,

National Stock Exchange of India Limited

(NSE: RATEGAIN)

BSE Limited

(BSE: 543417)

Sub: Intimation of change in Chief Human Resource Officer (SMP) under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR”)

Dear Sir / Ma'am,

Pursuant to Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we hereby inform you that the Board of Directors of the Company vide circular resolution passed dated August 24, 2026, based on the recommendation of the Nomination and Remuneration Committee approved the appointment of Ms. Shobana Vinodh Kailash as Chief Human Resources Officer (CHRO) and Senior Management Personnel (SMP) of the Company w.e.f., August 25, 2026.

We further wish to inform you that the Board, vide the aforesaid circular resolution, has taken note of the Resignation of Mr. Sahil Sharma, from the position of Chief Human Resources Officer (CHRO) and Senior Management Personnel (SMP) of the Company, w.e.f. close of business hours of August 24, 2026. Mr. Sahil will continue to associate with the Company till October 08, 2026, for a smooth and thoughtful transition. A copy of his resignation email, along with detailed reasons, is enclosed as **Annexure A**.

The details for aforesaid changes as required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD1/CIR/2023/123 dated July 13, 2023, is enclosed herewith as **Annexure B**.

We request you to kindly take the above information on record.

Yours faithfully,

For RateGain Travel Technologies Limited

Mukesh Kumar
General Counsel,
Company Secretary & Compliance Officer
Membership No.: A17925

Encl. a/a

From: Sahil Sharma <sahil.sharma@rategain.com>
Sent: Monday, 24 August 2026 09:30:00
To: Bhanu Chopra <bchopra@rategain.com>
Cc: Ashu Sharma <ashu.sharma@rategain.com>; Mukesh Kumar <mukesh.kumar@rategain.com>; Sahil Sharma <sahil.sharma8205@gmail.com>
Subject: Resignation – Chief Human Resources Officer

Hi Bhanu,

This is, without a doubt, one of the hardest emails I have had to write.

After a great deal of thought and as discussed, I am writing to formally resign from my position as Chief Human Resources Officer at RateGain.

Ten years at RateGain has been far more than a professional journey for me. It has been a defining chapter of my life. I came here with the opportunity to contribute, but over these years, the company gave me so much more - opportunities to learn, to grow, to lead, to make mistakes, to build, and ultimately to become a much better professional and person.

When I look back, I feel incredibly fortunate to have been part of such an extraordinary journey, from the early years of building the organization, to being part of the IPO, and through five acquisitions and all the transformation that came with them. These experiences shaped me and gave me the opportunity to grow alongside RateGain. And for that, Bhanu, I want to say a very heartfelt **thank you**.

Thank you for the trust you placed in me over the years. Most importantly, thank you for giving me the space to build, experiment, challenge, and contribute in my own way.

I leave with an immense sense of gratitude and pride for everything we have accomplished together. RateGain will always remain a very important part of my story, and I will always be deeply invested in seeing the company and its people succeed.

While I am stepping away from my role, I hope this is not an end, but simply the beginning of a different chapter in my relationship with RateGain and with you.

My last working day at RateGain will be 8th October 2026, and I will, of course, do everything possible to ensure a smooth and thoughtful transition.

Thank you, Bhanu, for the journey, the trust, the opportunities, and most importantly, the memories.

With immense gratitude,
Sahil Sharma
Group Chief Human Resources Officer
RateGain Travel Technologies Limited

Annexure B

Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read along with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024

S. No.	Name of Senior Management Personnel (SMP)	Mr. Sahil Sharma	Ms. Shobana Vinodh Kailash
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation	Appointment
2.	Date of appointment/ reappointment/ cessation (as applicable) & term of appointment/ reappointment	From Close of business hours August 24, 2026	August 25, 2026
3.	Brief profile (in case of appointment)	N/A	Ms. Shobana Kailash is an accomplished HR leader with over 25 years of experience in building and transforming people functions across global organisations. She has worked across diverse sectors, including technology, SaaS, financial services and life sciences, and has held leadership positions at organisations such as Hubilo, Freshworks, Amazon, Fidelity Investments and IQVIA. Her experience spans HR strategy, organisational transformation, talent management, leadership development, rewards, M&A integration and digital HR. Shobana holds an Executive MBA from IIM Calcutta and brings extensive experience of partnering with boards and senior leadership teams across international markets
4.	Disclosure of Relationship between Directors (in case of appointment of a director)	N/A	N/A