

August 24, 2026

**To,
National Stock Exchange of India Limited
(NSE: RATEGAIN)**

**BSE Limited
(BSE: 543417)**

Sub: Press Release on “RateGain Appoints Shobana Kailash as Chief Human Resources Officer”

Dear Sir / Ma’am,

In accordance with Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the press release on “RateGain Appoints Shobana Kailash as Chief Human Resources Officer”

Please take the above information on record.

Thanking you.

Yours faithfully,
For RateGain Travel Technologies Limited

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

RateGain Appoints Shobana Kailash as Chief Human Resources Officer

Shobana will lead RateGain's global people strategy as the company scales and shapes a workforce ready for an AI-first future

India, 24 August 2026: RateGain Travel Technologies Limited (BSE: 543417, NSE: RATEGAIN), a global leader in AI-powered SaaS solutions for the travel and hospitality industry, today announced the appointment of Shobana Kailash as Chief Human Resources Officer, based in Noida.

As Chief Human Resources Officer, Shobana will lead RateGain's global people strategy. She will own talent, leadership development, and organizational culture, and will work closely with the leadership team to strengthen the capability and leadership the company needs as it enters its next chapter of global growth. A core part of her remit is ensuring RateGain's culture and capability keep pace with the ambition of its technology.

AI now runs through everything RateGain builds and everything it does. The company has moved to agentic AI across its platform, scaling across North America and Europe and integrating Sojern as it progresses. The same shift is changing how the company works from within. As RateGain builds AI into its products, it is building AI into its people, developing a workforce that treats these tools as second nature. This is what makes the appointment so important. Shobana's mandate is to build the talent and culture that let RateGain grow its people as fast as its technology.

Speaking on the new appointment, Bhanu Chopra, Founder and Managing Director, RateGain, said, *"This is a pivotal moment for us. We are scaling quickly, and we are putting AI at the heart of both what we build and how we work. That makes our people and our culture matter more than ever. Shobana has led diverse teams through exactly this kind of growth at some of the best technology companies, and she knows how to turn talent into an advantage. I am glad to have her on board".*

Recognizing Sahil Sharma's contribution to RateGain's journey, Bhanu added, *"I want to thank Sahil on behalf of the entire RateGain family. He joined us in 2016, when RateGain was still a young private company, and built our people function from the ground up. He guided the HR team through our public listing in 2021, through multiple acquisitions, and through our growth into a global business, shaping the people-first culture we are known for today. His steady leadership has left RateGain stronger and its people better for it, and we wish him the very best for what lies ahead".*

Shobana Kailash, Chief Human Resources Officer, RateGain, said, *"RateGain is at an exciting inflection point. What attracted me to the company is the opportunity to help shape the people and organizational agenda of a global technology business that is building a differentiated position at the intersection of travel, data and AI. The evolution of RateGain into a connected travel-commerce platform, together with the integration of Sojern and the continued development of UNO, creates a compelling platform for the next phase of growth. I look forward to working with the leadership team and our people to build the capabilities and culture to match that ambition".*

Shobana brings more than two decades of experience across SaaS and technology, fintech, life sciences, and e-commerce, leading people strategies through rapid growth, transformation, and public company readiness. Most recently she has advised organizations across industries through her own consulting practice, following her role as Global CHRO at Hubilo, with earlier leadership roles at IQVIA, Freshworks, and Amazon. Her work spans organizational design, culture, total rewards, HR transformation, and cross-border M&A, across a career that has taken her through more than 30 countries.

Shobana takes over from Sahil Sharma, who has been a crucial part of RateGain's journey.

About RateGain Travel Technologies Limited

RateGain Travel Technologies Limited is a global provider of AI-powered SaaS solutions for travel and hospitality that works with 14,000+ customers and 700+ partners in 160+ countries, helping them accelerate revenue generation through acquisition, retention, and wallet share expansion.

RateGain today is one of the world's largest processors of electronic transactions, price points, and travel intent data, helping revenue management, distribution and marketing teams across hotels, airlines, meta-search companies, package providers, car rentals, travel management companies, cruises and ferries drive better outcomes for their business.

Founded in 2004 and headquartered in India, today RateGain works with 33 of the Top 40 Hotel Chains, 4 of the Top 5 Airlines, 7 of the Top 10 Car Rentals, and all leading OTAs and metasearch websites, including 25 Global Fortune 500 companies, in unlocking new revenue every day.

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