

INTERNATIONAL TRAVEL HOUSE LIMITED

B. Information pursuant to Section 197 of the Companies Act, 2013 read with Rules 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

Names of employees	Age	Designation	Gross Remuneration (₹)	Net Remuneration (₹)	Qualifications	Experience (Years)	Date of commencement of employment	Previous Employment / Position held
1	2	3	4	5	6	7	8	9
Top ten employees in terms of remuneration drawn								
Ashwin Moodliar*	61	Managing Director	2,06,01,279	1,03,51,687	B.Com, Masters in Diploma Business Administration	33	1-Feb-2023	ITC Limited - Hotel Division, Vice President - Marketing
Gunjan Chadha*	52	Chief Financial Officer	94,96,615	55,93,457	ACA	29	21-Apr-2023	Head of Finance - Fortune Park Hotels Limited, a wholly owned subsidiary of ITC Hotels Limited
Sonia Mewari*	53	Head - Information Technology	75,77,442	46,00,907	B.Sc (Hons) Physics, PG Diploma in Computer Science	29	1-Nov-2022	ITC Limited - Hotel Division, Head - Information Technology
Sumita Majumdar*	58	Head - Human Resources	69,18,658	36,15,459	B. Sc (Hons), MBA	35	1-Sep-2024	Head - Human Resources & Training - Fortune Park Hotels Limited
Partha Sarathi Banerjee	54	Head - Mobility	55,07,990	40,75,758	B.Com	30	1-Jan-2023	Carzonrent (India) Pvt. Ltd, Chief Supply Officer
Varun Kathuria	42	Senior General Manager Finance	49,40,964	36,64,720	B. Com, CA	20	1-Mar-2019	Dnata, Senior Manager - Finance
Ashish Gakhar	49	Head - Business Travel	42,77,111	32,59,173	B.Com, Diploma in Business Management & Finance & PGDM Marketing & Finance,	30	25-Jun-2025	FCM Travel Solutions Pvt. Ltd., Associate Director - Commercial

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Samarendra Jena	55	General Manager Finance	37,14,701	29,30,284	M.Com, ICWA (Inter)	27	1-May-2012	FCM Travel Solutions Pvt. Ltd., Regional Finance Manager - North & East
Sumeet Mathur	50	General Manager - Operations (North, West, CCC and TAS India)	32,21,827	26,50,704	B.Com, Diploma in International Airlines & Travel Management, Diploma in Marketing	28	20-Nov-2017	Yatra Corporate Hotel Solutions, General Manager - Operations, Relationship Management & International Contracting.
Abhishek Chawla*	35	Company Secretary	28,59,328	17,43,020	Company Secretary, B. Com, LLB	12	1-May-2025	Sterling Tools Limited, Company Secretary
Other Employees who were in receipt of remuneration aggregating more than ₹ 1.02 Crores per annum								
None								
Other Employees employed for a part of the year and in receipt of remuneration aggregating ₹ 8,50,000/- or more per month								
None								
Other Employees who were in receipt of remuneration in excess of MD								
NIL								

* On deputation from ITC Hotels Limited (ITCHL).

Notes:

- (a) In respect of employees on deputation, gross remuneration disclosed as above is the deputation cost which is borne by the Company.
- (b) For all other employees, gross remuneration includes salary, variable pay / performance bonus, Company's contribution to provident fund, allowances & other benefits / applicable perquisites borne by the Company, except provisions for gratuity and leave encashment which are actuarially determined on an overall Company basis. The term 'remuneration' has the meaning assigned to it under the Companies Act, 2013.
- (c) Net remuneration comprises cash income less income tax & education cess deducted at source and employee's own contribution to provident fund.
- (d) The Company has granted Stock Appreciation Right to certain employees under the 'ITCHL Employee Stock Appreciation Rights Scheme 2025'. Further, employees on deputation from ITC are granted Stock Options and Stock Appreciation Rights under ITC's Employee Stock Option Schemes and Employee Stock Appreciation Rights Scheme. Such Stock Options and Stock Appreciation Rights are granted at 'market price' [within the meaning of the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021]. Since these Stock Options and Stock Appreciation Rights are not tradable, no perquisite or benefit accrues to the employee at the time of grant and, accordingly, the said grant has not been considered as remuneration.
- (e) All appointments (except in case of employees on deputation) are / were contractual in accordance with terms and conditions as per Company's rules.
- (f) The aforesaid employees are neither related to any Director of the Company nor hold any equity share in the Company.