

Statement of Remuneration under Section 197(12) of the Companies Act, 2013 read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

Particulars	Disclosures
The ratio of the remuneration of each director to the median remuneration of the employees of the Company for the financial year 2023-24	Please refer Table A
The percentage increase in remuneration of each director, Chief Financial Officer, Chief Executive Officer, Company Secretary or Manager, if any, in the financial year 2023-24	Please refer Table A
The percentage increase in the median remuneration of employees in the financial year 2023-24	12%
The number of permanent employees on the rolls of company as on March 31, 2024	1,450
Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration	The average percentage increase in the salaries of employees other than the managerial personnel in the last financial year was 12% . The remuneration paid to the Joint Managing Directors are within the limits approved by the Board and shareholders of the Company.
The key parameters for any variable component of remuneration availed by the directors	GTV & EBITDA
Affirmation that the remuneration is as per the remuneration policy of the company	The Company affirms that the remuneration is as per the Nomination and Remuneration Policy of the Company.

Table A

S. No.	Name of Director/ KMP	% increase in the remuneration in FY 2023-24	Ratio of remuneration of each director to the median remuneration of employees
Joint Managing Directors			
1.	Mr. Ankush Nijhawan	8%	132.70
2.	Mr. Gaurav Bhatnagar	8%	94.47
Non-Executive Nominee Director			
3.	Mr. Udai Dhawan	Nil	3.04
Non-Executive Independent Directors			
4.	Mr. Ravindra Dhariwal	Nil	4.50
5.	Mr. Rahul Bhatnagar	Nil	4.38

6.	Mr. Bhaskar Pramanik	Nil	4.13
7.	Ms. Anuranjita Kumar	Nil	3.88
Key Managerial Personnel			
8.	Mr. Vikas Jain, Chief Financial Officer	30%	-
9.	Ms. Neera Chandak	18%	-

Explanation.- For the purposes of above disclosure the expression “median” means the numerical value separating the higher half of a population from the lower half and the median of a finite list of numbers may be found by arranging all the observations from lowest value to highest value and picking the middle one;(ii) if there is an even number of observations, the median shall be the average of the two middle values.