January 19, 2026

To,

National Stock Exchange of India Limited	**BSE Limited**
(NSE: RATEGAIN)	(BSE: 543417)

Sub: Press Release on "RateGain Enhances Global People & Culture Leadership to Enable Next-Phase Growth"

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 Enhances Global People & Culture Leadership to Enable Next-Phase Growth.*"

Please take the above information on record.

Thanking you.

Yours faithfully,
For RateGain Travel Technologies Limited

Mukesh Kumar
Digitally signed by Mukesh Kumar
Date: 2026.01.19 12:38:05 +05'30'

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

RateGain Enhances Global People & Culture Leadership to Enable Next-Phase Growth

India, 19th January 2026: RateGain Travel Technologies Limited (NSE: RATEGAIN), a global leader of AI-powered SaaS solutions for the travel and hospitality industry, today announced the appointment of Ashu Sharma as Senior Vice President, People & Culture (APMEA), Nathan Sheranian as Vice President, People & Culture (Americas), and Bilal Ahmed as Vice President – Talent Acquisition. These strategic additions to the global People & Culture leadership team strengthen RateGain's leadership depth across regions as the company continues to scale its global operations.

Rooted in its core values of People First, Innovation, Teamwork, Ownership Mindset, and Customer Obsession, RateGain invests in leaders who enable teams to collaborate, innovate, and do their best work while building solutions for the future of travel and hospitality.

The newly appointed leaders, reporting to the Chief Human Resources Officer, include:

- **Ashu Sharma**, an accomplished HR leader with experience at Adobe and Vodafone, will oversee Corporate HR, People Business Partnering across APMEA (including the corporate office), and Workplace Experience, bringing greater consistency, governance, and scale to RateGain's people practices.
- **Nathan Sheranian**, who brings over two decades of global HR leadership experience across organizations including GE, Cisco, Freshworks, and Marigold, will lead People & Culture across the Americas, with a focus on leadership development, learning initiatives, and advancing diversity and inclusion.
- **Bilal Ahmed**, a seasoned talent acquisition leader with global experience across India, Indonesia, Singapore, and Hong Kong, will lead RateGain's Talent Acquisition function. He brings deep expertise across in-house hiring, executive search, and RPO, with prior experience at Korn Ferry, GoTo Group (Gojek), Ambition and Hudson, supporting hiring at scale across diverse and multicultural environments.

"As we begin this new year, we're excited to welcome Ashu, Nathan and Bilal to RateGain," said **Sahil Sharma, Chief Human Resources Officer, RateGain**. "Their expertise, leadership, and shared philosophy of empathy and integrity help us build a workplace where every individual can thrive. Together, we're strengthening our foundation for the future, one built on people, purpose, and progress."

These appointments underscore RateGain's continued focus on building a globally connected, inclusive, and purpose-driven organization powered by its people.

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About RateGain

RateGain Travel Technologies Limited is a global provider of AI-powered SaaS solutions for travel and hospitality that works with 13,000+ 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.

Media Contact

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