

August 5, 2019

BSE Limited  
Corporate Relationship Department  
1<sup>st</sup> Floor, New Trading Ring,  
Rotunda Building, P. J. Towers,  
Dalal Street, Fort,  
Mumbai – 400 001.  
Scrip Code: 500850

National Stock Exchange of India Limited  
Exchange Plaza  
Bandra Kurla Complex  
Bandra (E)  
Mumbai 400 051  
Scrip Code: INDHOTEL

**Sub: Change in Directorate - Disclosure under Regulation 30(1) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sirs,


In terms of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are pleased to inform you that the Board of Directors of the Company, has approved the appointment of Mr. Nasser Munjee, Ms. Hema Ravichandar and Mr. Venkataramanan Anantharaman as Additional Directors of the Company in an Independent capacity with immediate effect, for a period of five years, subject to approval of the shareholders at the next general meeting. Their brief profiles are enclosed herewith.

None of the Directors are related to any Director or Key Managerial Personnel of the Company. We also confirm that they are not debarred from holding the office of Director pursuant to any SEBI order or any such authority.

You are requested to kindly take the same on record.

The above information is also available on the website of the Company: [www.ihcltata.com](http://www.ihcltata.com)

Yours sincerely,



**BEEJAL DESAI**  
Senior Vice President & Company Secretary

## Nasser Munjee

Nasser Munjee holds a master's degree in economics from the London School of Economics. He has earlier held various positions at HDFC for over 20 years, including serving as its executive director. He was the managing director of IDFC and is currently the chairman of DCB Bank since June 2005. He is also on the board of various multinational companies and trusts.

Mr Munjee has deep interest in rural development, housing finance, urban issues, infrastructure and humanitarian causes. He was a technical advisor on the World Bank's Public Private Partnership Infrastructure and Advisory Fund. He is also associated with several public and private institutions as chairman, a member of the board or as a trustee.

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**HEMA RAVICHANDAR**

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**Address:** 17, Moyenville Road, LangfordTown, Bangalore – 560 025, Karnataka, India  
**Phone:** 91-98450 71053 (Mobile), 91-98867 63295 (Office)

**Email:** hema.ravichandar@gmail.com  
hema@hemaravichandar.com

**Date of Birth:** May 14th, 1961

**Nationality:** Indian

**Married, with 2 children**

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**WORK EXPERIENCE**

**Summary**

- 35 years of experience across the roles of executive, mentor and coach, Strategic HR Advisor and Board member, pan-industry
- Senior Vice President & Group Head HRD - Infosys Technologies Ltd. and the Infosys Group, globally until July 2005; designed and drove the HR Agenda for Infosys as it scaled from 250 to 39,000 employees in the Group
- Since 2005, have provided Strategic HR Advisory to multinational and Indian corporations and governance at both the Statutory and Advisory Board levels, pan - industry
- Experience in Human Resources Development – Managing Scale, Risk, Diversity, Execution and Sustainability, Corporate Governance, Change Management, Leadership & Management Development, Succession Planning, Diversity and Inclusion, Anti-Sexual Harassment Initiatives and Immigration Scenarios
- Spearheaded large scale HR Interventions aimed at Future Proofing the organization - Broad Banding, Compensation Restructures, Defining and institutionalizing HR Business Processes

**BOARD MEMBERSHIPS**

**Marico Limited**

07/2005 to date: Member of the Board; Chairperson - Board Nomination and Remuneration Committee; Member-Audit Committee; Ranked among India's Best Boards by ET – Hay 2014

**Titan Company Limited**

03/2009 to date: Member of the Board; Chairperson - Board Nomination and Remuneration Committee; Chairperson - Ethics Committee; Member – Risk Committee; Member – Corporate Social Responsibility Committee

**Bosch Limited**

09/2017 to date: Member of the Board; Member – Audit Committee; Member – Board Nomination and Remuneration Committee; Chairperson – Stakeholder's Relationship Committee; Member – Corporate Social Responsibility Committee

**Tata Consulting Engineers Limited**

06/2016 to 05/2019 : Member of the Board; Chairperson - Board Nomination and Remuneration Committee; Member - Audit Committee; Member - Committee of Directors

**STRATEGIC HR ADVISORY**

**Empower Associates**

08/2005 to date: HR Advisory to clients pan industry

01/1996 to 12/1998: Chief Executive

Set up and ran a successful HR consulting organization, working across several industries and both Indian and multinational organizations. Retained with large multinationals to design and mature HR processes in captives and provide value-added HR advisory in retention practices.

**EXECUTIVE RESPONSIBILITIES**

**Infosys Technologies Limited**

05/1992 to 12/1995 & 12/1998 to 07/2005: Group Head – Human Resources Development

**Motor Industries Company Limited - MICO ( A Robert Bosch GmbH subsidiary)** 07/1983 to 04/1992: Deputy Manager - HRD

- Joined as Management Trainee
  - Scoped and helped set up HR systems for Bosch's expansion into the Software Services Industry
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**EDUCATION**

**June 1981 – Mar 1983**

**July 1978 – May 1981**

**June 1977**

**Indian Institute of Management, Ahmedabad.**

Post Graduate Diploma in Management, equivalent to an MBA

**Stella Maris College, Chennai.**

Madras University. B.A. in Economics

**Lawrence School, Lovedale, Nilgiris.**

School Leaving Certificate

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**PAN INDUSTRY POSITIONS & RESPONSIBILITIES**

**Non-Executive Directors in  
Conversation Trust (NEDICT)**

Member - Managing Committee – 2015-2018

**National HRD Network**

Member - National Executive Board – 2015-16

Regional President (South) – 2015-16

**The Conference Board, USA**

Chairperson, HR Council India 2003 – 2005\*

**The Confederation of India Industry**

Co Chair, HR Council, Southern Region, 2005

Co Chair, HR & IR Forum, Southern Region, 2011-12

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**ADDITIONAL INFORMATION**

**Interests & Causes**

Social Responsibility: Causes related to education and enabling retired professionals redeploy their skills; Counseling

**Awards and Accolades**

- HR Professional of the Year Award – 2005 (2)
  - Outstanding HR Professional of the Year Award – National HRD Network - 2004
  - Lister, 25 Most Powerful Women in India List of Business Today – 2004
  - Lister, Successful Women Professionals of the Year List of Dataquest – 2004 & 2005
  - Lister, 25 Hottest Young Executives of the Year List of Business Today – 2002
  - Led Infosys HR to win : In India & In USA
    - Business Today- Hewitt's Best Employer of the Year–Ranking# 1 in 2001&2002
    - Dataquest Best Employer Rankings in 2001 & 2002 and in top 5 2003& 2004
    - Business Today – Mercer Best Companies to Work - Ranking # 2 for 2004
    - Computer World's Top 100 Companies to Work For – 2003 and 2004
    - ASTD's Excellence in Practice Citation for Training Interventions
    - Optimas Award for Training Innovation for Progeon
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## Professional Summary

Experienced senior investment and corporate banking professional with extensive advisory experience and strengths in client management, organization & team leadership, risk and governance areas. Worked in leading international banks and led diverse global teams.

**Current roles** include **Independent Director** of Active Intelligence Pte Ltd, Singapore, **Advisory Committee** roles in Chiratae Ventures (formerly IDG Ventures), India; Apex Financial Technology, UK; and BondEvalue Pvt Ltd, Singapore. Mentor start-ups and have made seed investments in technology related companies.

Driven strategic, organizational and cultural change in organizations. Presented to regulators (including the Prudential Regulatory Authority, UK and Reserve Bank of India) statutory auditors, Board and Board Risk Committees.

Presented at various forums including the Reserve Bank of India's training institute, Economist India Summit, World Economic Forum, India and The National Association of Software and Services Companies (NASSCOM), India

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## Skills

Organization and team leadership	Board level advisory experience
Strategy development and execution	Building and growing businesses
Executive and Independent Board experience	Stakeholder engagement
Governance	Team player
Venture and private equity investments	International experience
Senior client relationship management	Business transformation

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## Work History

### **Global Head, Global Industries Group, Standard Chartered Bank; 03/2017 to 11/2018**

Led a global investment banking team of sector specialists across TMT, Oil & Gas, Metals & Mining, Retail & Healthcare, Diversified Industrials and Commodities. Originated strategic deals for key clients in M&A, leveraged finance, capital markets and FM Commodities. Set risk guidelines for select sectors and presented to the Board Risk Committee on sector and portfolio strategy. Member of the Global Capital Allocation Forum, Global Banking Management Team, Debt Capital Markets Committee, and other internal forums. Implemented performance metrics and transformed the business to make it more impactful.

### **Head of International Corporates, ASEAN and South Asia; Member of the Manco, Standard Chartered India (Board equivalent), Member of the Board, Standard Chartered Investments & Loans Limited, India, 10/2010 to 02/2017**

Led the Corporate and Investment Banking team across South Asia and ASEAN. Managed the India credit portfolio through a particularly difficult environment. Achieved significant reduction in non-performing loans and led a strategic transformation of the India business to diversify client base, products. Significant effort in coaching, team development and implementation of strong governance in the Wholesale Banking team. Managed select key senior client relationships, originated and executed strategic transactions across M&A, Capital Markets and Acquisition Finance.

**Head of Investment Banking, India and Member of the Board, Credit Suisse Securities India, 10/2006 to 09/2010**

Set up and led the investment banking team and re-established the firm in the Indian market. Part of the global technology team (IT Services and BPO). Managed the business through the 2008 global financial crisis. Strong deal origination and execution, team coaching and development. Member of the Asian equity review committee to review and approve equity and equity linked transactions. Significant focus on client diligence. Deal related interaction with the Securities Exchange Board of India. Worked on IPOs, follow on offerings, ADR and GDR, convertible bonds, private placements, G3 bond issuance, M&A and structured finance. Took clients on deal and non-deal road shows and participated in equity conferences.

**Head of Corporate Finance and Advisory, Standard Chartered Bank, India; 10/2003 to 09/2006**

Set up and led the team to the top of the cross-border M&A league tables (Bloomberg – 2005).

**Head of Investment Banking India and co-Head Technology, Asia, Deutsche Bank/ Bankers Trust; 05/1997 to 09/2003**

Set up and led an investment banking team based in Singapore and India. Several marquee deals including the Infosys ADR.

Alternate Director on the Board of First Freight and Alternate Director on the Board of Ready Test Go. Private equity investments in EXL Services Inc, US and Cybernet Security Systems Inc.

**Credit and Relationship Management, Bank of America, India; 05/1987 to 04/1997**

Strong foundation in corporate banking and credit. Worked on several first of a kind deals in India in upstream O&G, wireless telecom, export credit agency financing.

**Education & Executive learning**

Post Graduate Diploma in Business Management (equivalent to MBA), 1987; XLRI, India

Bachelor of Metallurgical Engineering (with Honors), 1985; Jadavpur University, India

Financial Times Diploma for Non-Executive Directors, July 2019 (accredited level 7 program)

Attended several product, credit, management and leadership programs, notably:

Advanced Bank Lending Education, residential 10-week intensive credit training, 1989, Bank of America, San Francisco

Leading Across Boundaries, 2005. Said Business School, Oxford

IOU – Transformational Leadership, 2018, London and Singapore