

**Memorandum of Terms of Appointment of  
Mr. Badree Komandur, Executive Director - Finance**

Mr. Badree Komandur (DIN – 07803242), is Executive Director - Finance of the Company and is associated with the Company since February 2010. Prior to his appointment as Executive Director – Finance he was the Group CFO of the Company.

He holds a degree in Commerce from the University of Madras and is a member of the Institute of Chartered Accountants of India, the Institute of Company Secretaries of India and the Institute of Cost and Works Accountants of India.

Prior to joining Strides, Badree has 15 years of industrial experience in Information Technology and Engineering Sectors.

Pursuant to the recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company, at their meeting held on May 18, 2017 appointed Badree as the Executive Director – Finance of the Company for a further period of 3 years with effect from May 18, 2017.

The terms and conditions of appointment including remuneration is as under:

- a) Fixed Annual Remuneration: Rs. 1.90 Crores p.a.
- b) Senior Management Incentive: Upto Rs. 5 Crores payable over a period of 4 years (includes the incentive held in FY 2016-17 as Group CFO) i.e., Rs. 1.25 Crores p.a (50% of which is Retention Linked and 50% of which is Performance Linked)
- c) Employee Stock Options: 100,000 options

*Other Facilities:*

- 1) Company provided car with fuel and driver and one Club Membership.
- 2) An annual increment in remuneration as may be approved by the Board of Directors of the Company.

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