



Mr. Swapon L. Adhikary, Independent Director

Mr. Swapon L. Adhikary has 29 years of rich experience in Operations, Business Development and Customer Relationship Management. Swapon has flair for formulating & implementing tactical sales strategies and contributing towards enhancing business volumes/ growth through, breaking new avenues & driving sales growth.

Being an integral part of Management teams for over 20+ years, Swapon has successfully completed various On- Site projects, Transitions & Migrations for North America, EMEA & ASIAPAC regions. Prior to joining HIRD as CEO- Director, Swapon was CEO ICI and prior to that Sr. Vice President - UCX aligned to Global Technology Infrastructure providing IT Service Delivery & IT Service Management Operations, for leading clients across world. He has the expertise to have worked in 27 countries across all cultures.

Under his distinctive leadership style and as focused, passionate and futurist, Swapon has contributed significantly into organization in his career working with Big Foot Technologies, Coca-Cola and Ceat Tyres and was largely responsible for business results. He has received numerous awards for his leadership over the past 29 years of experience including been awarded twice the AEGIS GRAHAM BELL AWARD.

The learnings from IIM Kolkata and Mckinsey have taught him to be methodical and analytical in his approach. His philanthropic side is he serves as a Trustee for top NGO in India and has been the recipient of Chief Minister's award to bring Sustainability & Diversity programs for the rural people for the state. He has also been awarded the Duke of Edinburgh Gold medal at London and have excellent track record in Sports. In addition he has represented India at Canada for 6 months as NCC Best Cadet. Last but not the least he is an avid Pilot holding a CPL and takes his hobby seriously. Golfing is his another passion of life.

Directorships and full-time position in other body corporates

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| ➤ Arjuna Organics Private Limited | - | Director |
| ➤ 6Fusion Online India Private Limited | - | Director |
| ➤ Knotify Services Private Limited | - | Director |
| ➤ Triway Business Solutions, LLP | - | Designated partner |