QAPITA

13th Annual Conference

Next Gen Growth – Powered by Equity

Tuesday, 9th Dec 2025 | 9:00 AM to 5:00 PM

ITC Maratha, Mumbai

Co-Partner

WAY2WEALTH BROKERS PRIVATE LIMITED

Associate Partners

KHAITAN LEGAL ASSOCIATES

AMICORP

08:00 AM - 09:00 AM — Registration Opens and Breakfast

09:00 AM - 09:15 AM

Opening Address and Conference Kick-off

Why Next Gen Growth will be defined by Equity



Ravi Ravulaparthi
Co-Founder and CEO at Qapita

09:15 AM - 10:00 AM

Equity Compensation 2025: India Trends and Global Best Practices

A data-backed tour of India's evolving equity landscape—covering instrument mix (options, RSUs, SARs, ESPPs), liquidity models (IPOs, buybacks, tenders, secondaries), direct vs trust routes, pricing/valuation, vesting/retention trends, and dilution/coverage trade-offs—contrasted with global shifts. Attendees will leave with benchmarks and ready-to-apply playbooks for plan design, communication, and governance to attract and retain talent while staying market-aligned and compliant



Mitan Patel, FGE
Executive Committee Member
at Global Equity Organization



Aditya Pandey
Consultant at Qapita

10:00 AM - 10:45 AM

Keynote Address

Liquidity, Secondaries & the imperatives for India's Private Marketplaces in Next Gen Growth



Pramod Rao
Former Executive Director at Securities & Exchange Board of India - SEBI

10:45 AM - 11:00 AM — Cookies and Coffee

11:00 AM - 11:45 AM

Panel Discussion: The New Equity Playbook for High-Growth Companies

Panel discussion among high-growth company leaders alongside a private equity investor on how equity is used to shape and execute strategy—hiring velocity, retention, market expansion, and M&A. Expect candid decision frameworks, trade-offs, and PE-driven discipline on dilution, performance alignment, and liquidity that you can apply immediately.



Kamlesh Dangi
Group Head Human Resources
at Incred Financial Services



Shweta Ladda
Senior Vice President and Head –Compliance
and Secretarial at Multiples



Chanchal Rajora
Group CFO and Advisor to the Board
at Transformers and Rectifiers



Debasmita Das
Sr Director, Executive Remuneration & Rewards
Design Practice Leader at Mercer India



Preeti Ahuja
Global Chief People Officer
at Husk Power

11:45 AM - 12:05 PM

Fast Forward: Data Integrity in ESOP Administration: Enabling Accurate Tax Deductions through Employee, Vest, and Exercise Level Recordkeeping

This session explores why data integrity is more than an operational necessity— it's central to realizing the full tax benefits of equity compensation in India. You will recognize that precise recordkeeping lies at the heart of accurate ESOP administration: not just for compliance and audit readiness, but for substantiating corporate tax deductions and managing risk.By strengthening data management practices across the equity lifecycle, organizations position themselves to scale more confidently, innovate in incentive design, and foster a culture of ownership.



Suvarna Kulkarni
Vice President, Customer Success at Qapita

12:05 PM - 12:25 PM

In Focus: Fueling Growth & Ownership: How an Unlisted Company Used an ESPP Trust to Drive Liquidity, Align Stakeholders, and Prepare for Future Listing

This session will examine how an unlisted company leveraged an ESPP trust to facilitate the buyout of minority investors, providing much-needed liquidity while simultaneously strengthening employee ownership and alignment. You will see how this innovative approach not only addressed immediate shareholder needs but also laid the groundwork for future growth and a planned public listing. The discussion will highlight how such transactions can be a strategic catalyst for organizational transformation, preparing companies for the next stage of growth and enhancing both employee and company value.



Rahul Somani
Head Consulting and Operations
at Qapita

12:25 PM - 01:00 PM

Case Study Spotlight: Owning the Orbit Shift: Do equity incentives align people to non-linear growth

How Persistent used ownership to power an "orbit shift"—aligning people through big changes and ambitious growth. Expect plain-spoken lessons on what worked (and didn't): who to include, when to grant, how to explain value, and how to keep momentum as you scale.



Rajiv Naithani
Chief People Officer
at Persistent Systems



Amit Atre
Company Secretary and Compliance Officer
at Persistent Systems



Jalaj Sinha
Business Head - Equity Management India
at Qapita

01:00 PM - 01:10 PM

Sponsor Showcase (Amicorp)
Bridging access to global transactions- Innovative solution for Fund Managers, Corporates and Family Offices



Sahil Fauzdar
Executive Director at Amicorp

01:10 PM - 02:00 PM **Afternoon Break, Lunch, and Networking**

02:00 PM - 02:30 PM

Technical Masterclass: Demystifying the Next Frontier – Focus on Regulatory Updates, Trust Structures, Cashless, and Other Emerging Topics Relevant to Equity LTIP

Get a practical India-focused update on what's changed—and what's coming—in equity LTIPs - SEBI/Companies Act guidance, FEMA for cross-border grants, and the implications for approvals, disclosures,and accounting. We'll break down trust vs direct plans, cashless exercises, cross-border grants, taxes and valuations in plain English, with quick checklists you can use right away.



Ketan Navlihalkar
Principal Consultant at Qapita

02:30 PM - 03:05 PM

Case Study Spotlight: Pioneering Ownership and Wealth Creation—Lloyds Metals' Inclusive & Progressive ESOP Program

Democratising wealth through broad-based ownership - why Equity must move beyond the top 1% of employees - a ground-level case study from Lloyds Metals on democratizing ownership—how extending equity to all employees, including factory workers, boosted engagement, retention, financial wellness, and productivity while aligning everyone to growth. Walk away with a practical playbook: simple plan structures that work at scale, payroll/tax and shop-floor communications that build trust



Venkatesan R
Group CHRO at Lloyds Metal & Energy Limited

03:05 PM - 03:40 PM

Technical Masterclass: Equity For Non-traditional Workforces

Can your advisors, mentors, consultants, contractors, franchisees win like owners? Learn the compliant ways to share upside beyond payroll in India—what's allowed, what's not, and smart alternatives to ESOPs. Leave with sharp do/don'ts that you should consider for such stakeholders.



Neha Prasad
Associate Partner Consulting at Qapita

03:40 PM - 04:00 PM **Sponsor Showcase (Way2Wealth)**

04:00 PM - 04:15 PM **Tea Break and Networking**

04:15 PM - 04:55 PM

Panel Discussion: Leadership Role in Shaping an authentic Equity narrative

Hear the business leaders unpack how they craft a clear, credible equity story—linking ownership to mission and daily work, and keeping trust through market swings, resets, and tough calls.



Nandini Mehta
CHRO at Metro Brands Limited



Abhijit Bhattacharya
Head Talent Acquisition, Rewards & Leadership, HR Technology at ICICI Bank



Nirav Jagad
CHRO at SUGAR Cosmetics



Sandhydeep Purri
Chief People Officer at McDonald's



Lakshman Gupta
Co-Founder & COO at Qapita

04:55 PM - 05:00 PM **Closing Note and Call to Action**