QAPITA

14TH ANNUAL EMPLOYEE OWNERSHIP CONFERENCE

Equity to Wealth: A New Era of Employee Ownership

Tuesday, 1st December 2026 | *9:00 AM to 5:00 PM* | *The Leela, Mumbai*

08:00 AM - 09:00 AM — Registration, Breakfast & Networking

09:00 AM - 09:15 AM

Welcome Address

A scene-setter framing the day, why equity ownership is moving "from one stake to shared wealth," and how every stakeholder in the room plays a part in that shift.



Ravi Ravulaparthi
CEO at Qapita

09:15 AM - 10:00 AM

Keynote I : Wealth Without Walls: Bringing Employees into the Upside

For India to become a developed economy, growth must translate into household wealth—not just higher pay. This keynote explains how shared ownership can help: aligning teams, boosting productivity, and turning company success into employee assets and what that shift means for capital, labour, and the companies caught between them.



Dr. Arvind N. Agrawal
CEO, Board Member, Marketing Director, CHRO and Master Certified coach

10:00 AM - 10:45 AM

Keynote II : Beyond Alignment: The Fusion Point

An exploration of the invisible threshold every great company must cross — where individual ambition stops competing with collective purpose and simply becomes it.



Nidhi Kajaria
Head of Human Resources and CSR at ICICI Securities

10:45 AM - 11:30 AM

Enduring Ownership: Lessons from Long-Tenured Equity Programs

Exploring how leading Indian companies have used equity over the years to attract, retain, and align key talent with long-term enterprise success.



Amitav Mukherji
Head - Corporate Human Resources at ITC



Rajiv N Gandhi
Company Secretary & Compliance Officer at Bajaj Auto Limited



Ruchie Khanna
Company Secretary at Tech Mahindra



Anupam Prakash
MD at The Guidant Group

11:30 AM - 11:45 AM — Cookies and Coffee

11:45 AM - 12:25 PM

From the Promoter's Chair: Equity as a Strategic Lever

An exclusive fireside chat exploring the promoter's perspective on designing and embedding employee equity plan within a growing enterprise.

12:25 PM - 01:00 PM

Breakout Sessions

Two parallel tracks. Attendees choose one.

Track A - Wealth Unlocked: Cashless Solutions That Help Employees Exercise

Cashless solutions that help employees exercise options without a large personal cash outlay, in both public and private companies removing the barrier between paper wealth and real ownership, options for reducing the financial friction that often keeps employees from turning vested equity into actual wealth.



Rahul Somani
Head Consulting at Qapita

Track B - The Underwater Options Dilemma: Balancing Retention, Governance & Shareholder Value

When options fall out of the money, companies face difficult decisions. Should awards be repriced, replaced, or left untouched? This session brings together legal, accounting, and equity compensation experts to discuss the frameworks, risks, and best practices for managing underwater equity programs in dynamic market environments.



Neha Prasad
Associate Partner - Consulting at Qapita

01:00 PM - 02:00 PM — Good Food. Great Conversations. Meaningful Connections.

02:00 PM - 02:45 PM

When Ownership Becomes Wealth: The Role of Liquidity in Equity Compensation

Equity creates value on paper, but liquidity creates wealth. This session examines how IPOs, secondary transactions, and capital market events convert ownership into tangible outcomes for employees, founders, and investors with insights from private equity, investment banking, and recently listed companies.



Lakha Nair
Managing Director & Head Corporate Finance at Axis Capital



Prosenjit Mukherjee
Group CHRO at Kalamandir Jewellers Group



Kaushal Kapadia
CFO at Multiples



Sashi Bhushan
Director at Composite Investments



Suchal Iyengar
MD & Head at Qapita Marketplace

02:45 PM - 03:45 PM

Navigating India's Equity Rules – A Multi-Stakeholder Compliance Dialogue

A panel discussion with representatives from the stock exchange, proxy advisory, investment banking, and legal domains on the evolving regulatory landscape for equity compensation in India.



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



Anup Pawar
CFA, Group Head- Research at IIAS



Jayant Prakash
Vice President - Legal & Compliance at Captain Fresh



Bharath Reddy
Partner at Cyril Amarchand Mangaldas



Dipti Chinchkhede
Senior Manager at National Stock Exchange of India Limited



Gaurav Tongia
Company Secretary, Compliance Officer and General Manager at CEAT Limited

03:45 PM - 04:00 PM — Tea Break and Networking

04:00 PM - 04:35 PM

Wealth or Wallpaper: Does Equity Actually Retain People?

A peer-to-peer discussion on measuring the real impact of equity-driven wealth on retention and engagement, including where the data is inconclusive and where equity is more symbolic than substantive. Frameworks and metrics to evaluate whether an existing equity program is genuinely creating retained wealth and what to change if it isn't.



Ashu Sawhney
Head - Human Resources at DCB Bank



Amit Singh
Group CHRO at ASK Asset & Wealth Management



Jaspal Singh
VP-HR at Allcargo



Manoj Kumar Sharma
President and CHRO at Aarti Industries Limited

04:35 PM - 05:00 PM

Celebrating Excellence in Employee Ownership, Equity Innovation, and Wealth Creation

Recognizing organizations and leaders who have demonstrated outstanding commitment to advancing employee ownership, pioneering innovative equity programs, and creating meaningful wealth-building opportunities for employees and stakeholders alike.

Corporate Awards

I. Wealth Creator of the Year
II. Broad Basing Champion
III. Most Innovative Equity Plan Design
IV. Excellence in Equity Governance & Compliance

Individual Awards

I. ESOP Champion of the Year
II. HR Leader in Equity Excellence
III. Equity Operations & Compliance Professional of the Year
IV. Rising Star in Equity Compensation

05:00 PM - 05:10 PM — Closing Note and Call to Action