

TravClan

**Grow fast. Build  
real things.** *Drive Outcomes*

**Fast careers  
are built here.**



# Founder's Note

At TravClan, we are empowering millions of travel companies with technology and bringing joy of travel to their customers.

## We are building a culture where people

- ✓ Grow fast
- ✓ Take ownership

Create real business impact.

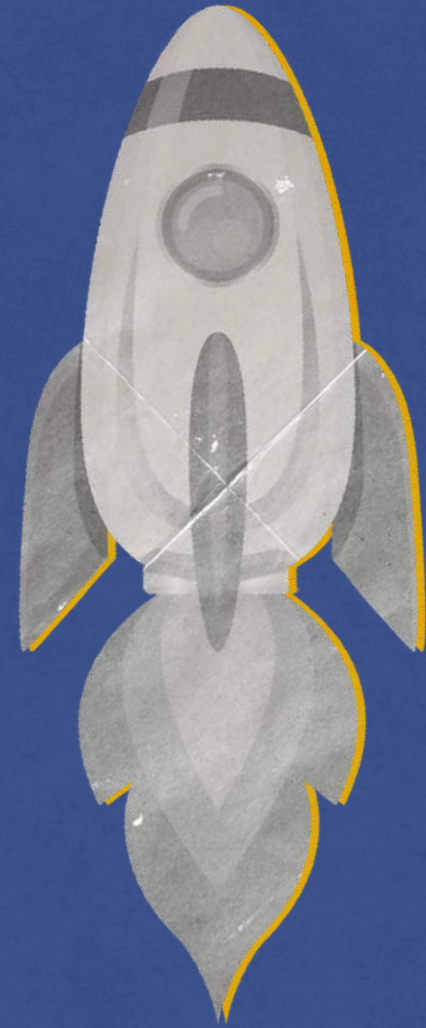
# Do work that actually matters

It's Fast. Demanding. Deeply rewarding.



**Grow fast.**

**Make Impact**



This is where

**your career**  
**changes pace**



# Your career compounds fast

01.

- ✓ Fast appraisal cycles
- ✓ Clear growth paths
- ✓ High performers become managers within ~11 months

# Merit > hierarchy

- ✓ Flat structure
- ✓ No cabin culture
- ✓ Merit based growth

## You do real work

- ✓ You own outcomes, not just tasks
- ✓ You see direct business impact early



**People** build  
companies.  
**Titles** don't.

# Culture is how decisions are made every day

It's NOT a list of values.



# Fast Fast Fast

We move **quickly**.

We Build, Optimise, and Scale.

## What this means:

- ✓ We don't wait for perfect
- ✓ We learn by doing
- ✓ We prioritise speed of execution

## What this doesn't mean:

- ✗ Ignoring quality
- ✗ Breaking trust

If you wait for  
**perfection,**  
you'll be late.

Business comes  
first.

**Building solutions and growing the business** is the only constant priority.

We focus on:

- ✓ What drives **revenue** ?
- ✓ What improves **efficiency** ?
- ✓ What **scales** ?

# Team Players over Brilliant Jerks

## We choose:

✓ People who make others better

## Over:

⊗ Individually strong but difficult people

Because culture  
**compounds performance.**

Talent helps.  
**Teamwork wins.**

# We **prioritise** Agents

Travel agents **trust** us with their business.

We:

- ✓ Focus on their success
- ✓ Think long-term
- ✓ Protect customer experience

When the  
customer  
wins!

**We win.**

Who you'll  
**work** with ?



# Young, driven teams

We're curious, ambitious, and always learning.

Young enough to be hungry, experienced enough to **deliver**.

Average age of the team:

**24** Years



# Work with experienced leadership

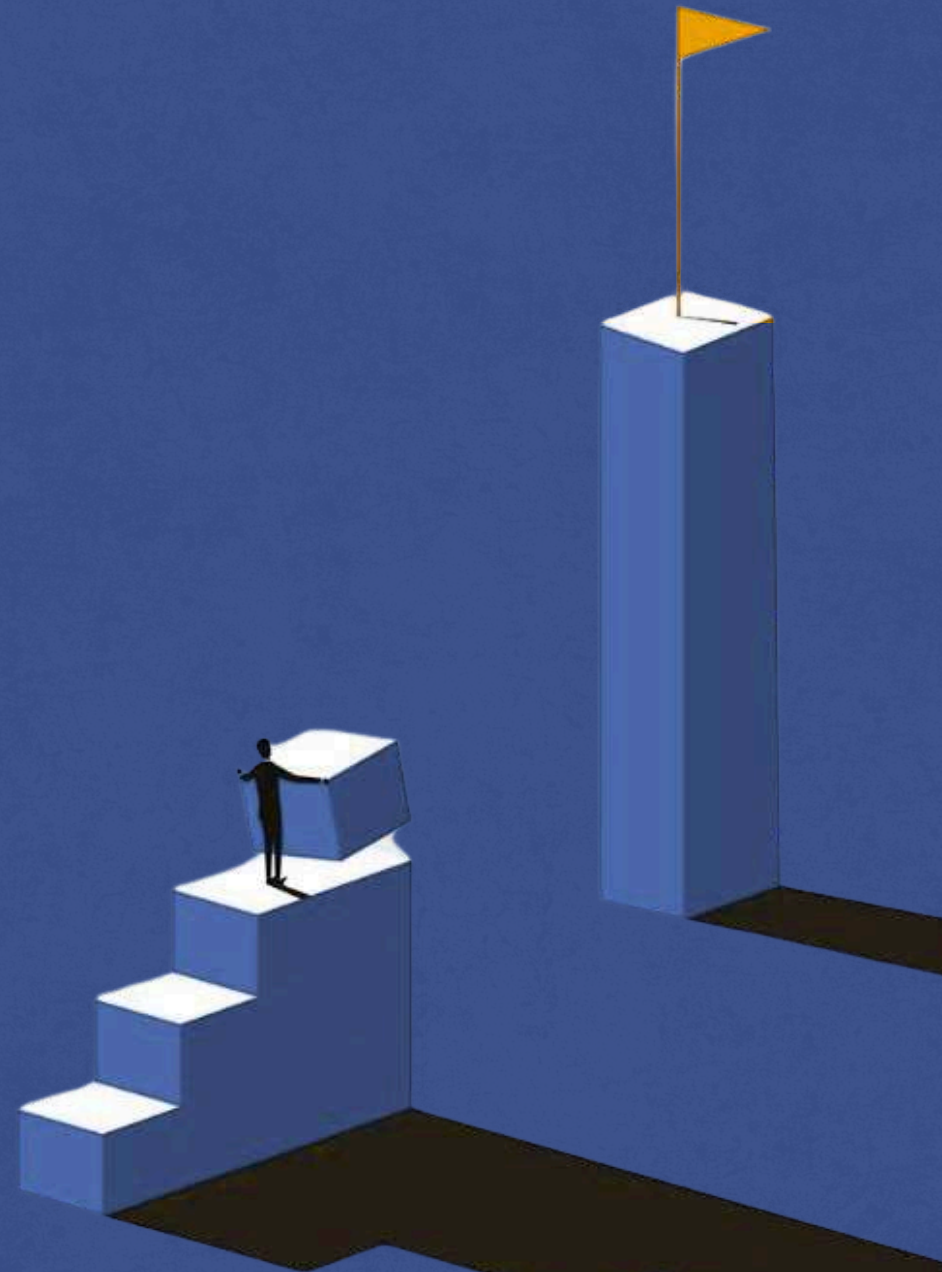
Built businesses. Worked across industries.  
Seen scale up close.

Now building  
TravClan



You don't grow into responsibility.

**You grow  
because of it.**





**But you **LEAD** when  
You decide what needs to be done**

- ☑ You measure outcomes
- ☑ You identify & solve problems
- ☑ You build and improve the process

**When you join  
You ask for **direction****

- ☑ You measure effort
- ☑ You focus on finishing tasks
- ☑ You follow the process

# How **growth** actually happens here?

Growth at TravClan is not subjective.

It is **Measured, Discussed, and Earned** — consistently.

# Monthly feedback, ~~not~~ annual surprises

- ✓ Structured manager feedback every month
- ✓ Self-evaluations to track your own progress
- ✓ Shorter feedback loops so you can improve quickly

Clear and predictable appraisals...

## Monthly performance is scored

- ✓ Scores roll into a performance factor
- ✓ This directly impacts: **Appraisals and Growth trajectory**



# Annual hikes up to **35%** in the last cycle\*

First eligibility within **6 months of joining**

✓ No ambiguity. No surprises.

\*October 2025 Cycle

## AI Challenge

# AI is an integral part of how we work.

- ✓ Solve real business problems using AI
- ✓ Improve efficiency and outcomes

## Rewards include:

- ✓ Cash incentives
- ✓ Travacations



## Step-Up Program

# For those who are just the right amount of impatient.

- ✓ Take on more responsibility
- ✓ Work across teams
- ✓ Contribute to sprints and projects

This is how people grow faster.  
Participation: 80% of eligible team members

## Table 40

# Performance – benchmarks

- ✓ Top performers with 15+ months of experience
- ✓ Represents top 15-20% of consistent performers



Performance is not a  
perception here.

**It's a number.**

# Build wealth, not just salary

We believe:

Your growth should translate into real upside.

- ✓ ~25% holds **ESOPs**
- ✓ Designed for long-term **wealth creation**



# How much money is enough money?

When you can fly to Italy just to eat pizza.



# Top performers typically:

Grow into leadership roles in approx..

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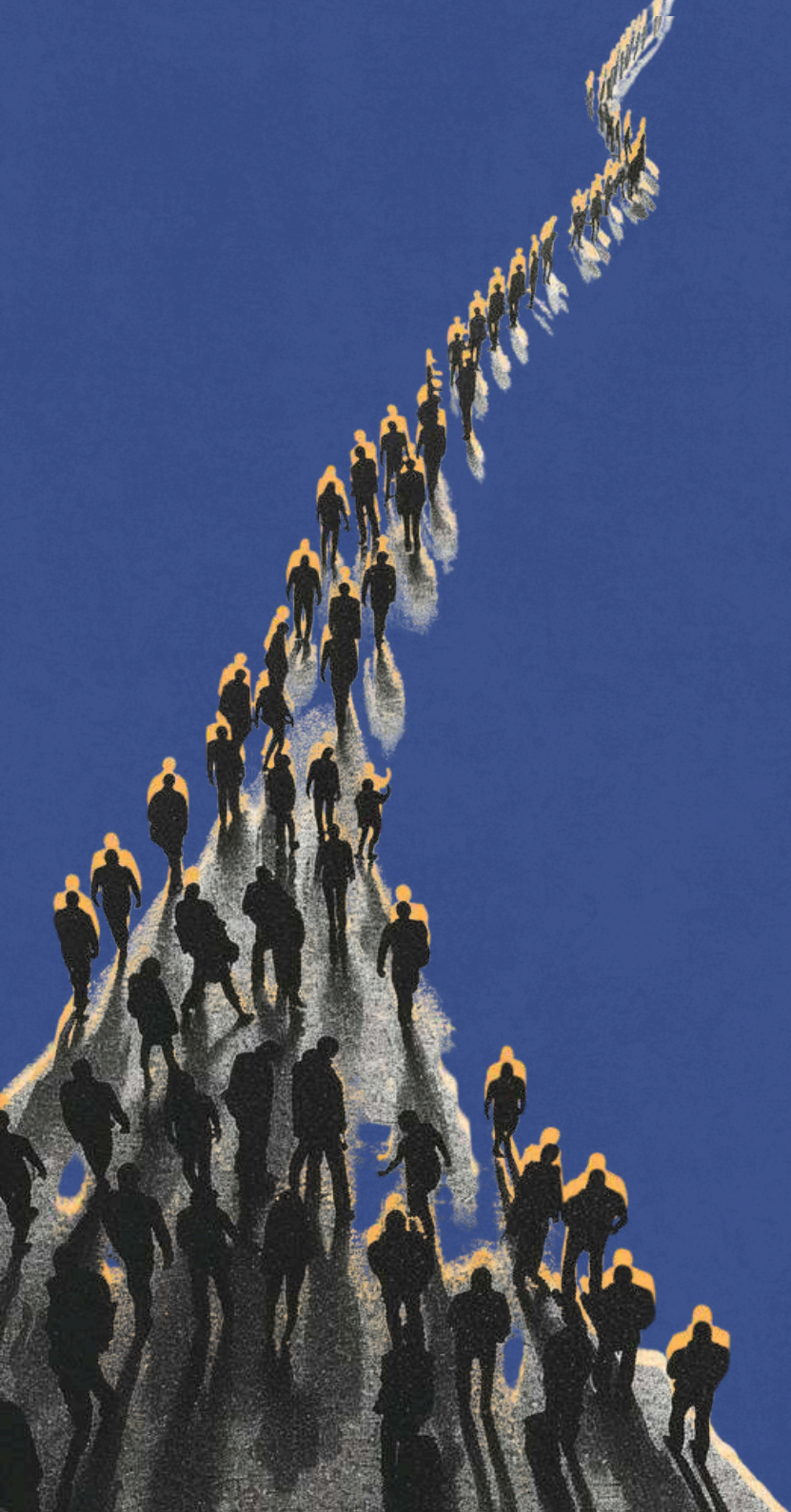
months

## You'll do well here if:

- ✓ You don't settle or wait passively
- ✓ You take ownership without waiting
- ✓ You care about outcomes
- ✓ You are comfortable with speed

**What we  
believe...**

People follow people



**20% Effort**

in the right direction delivers

**80% Results**

# Consistency beats talent.

Eventually.



**1%**  
Better.  
Every  
day.

TravClan is a place where:

- ✓ You will be challenged
- ✓ You will grow fast
- ✓ You will build something real

Mehnat  
aur  
safalta ke  
beech —  
**funnel**  
**hai**



# We are building a future

where travel agents grow faster and



travelers  
have **better**  
**experiences.**

Now that you are here, we are

**excited to build  
this with you.**

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