

APL/SEC/32/2024-25/57

27<sup>th</sup> March 2025

BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001  
Security Code: 500820

National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex, Bandra (East),  
Mumbai – 400 051  
Symbol: ASIANPAINT

Sir/Madam,

**Sub: Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Changes in Senior Management Personnel**

Pursuant to the provisions of Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform you of the following changes in the Senior Management Personnel (“SMP”) of the Company:

- i) Appointment of Mr. Joseph Eapen, currently Associate Vice President – Asian Paints International Private Limited, a wholly owned subsidiary of the Company (“APIPL”), as the Chief Executive – APIPL and a SMP of the Company.
- ii) Mr. Rahul Bhatnagar, President – Project Sales, R&T, Industrial JVs, Home Improvement, a SMP, will also take on the additional responsibility of the Supply Chain function and will be designated as President – Project Sales, R&T, Industrial JVs, Home Improvement & Supply Chain.
  - Consequent to this, Mr. Harish Lade, Senior Vice President – Supply Chain, shall cease to be a SMP of the Company and will report to Mr. Rahul Bhatnagar.
- iii) Mr. Pragyan Kumar, Chief Executive – APIPL, a SMP, will move on from his existing role and take the responsibility of Retail Sales, Marketing & Commercial functions of the Company. He will be designated as Senior Vice President - Retail Sales, Marketing and Commercial.
  - Consequent to this, Mr. Ashish Rae, Vice President – Retail Sales & Marketing, shall cease to be a SMP of the Company and will report to Mr. Pragyan Kumar.

All the aforementioned changes in the SMPs are effective from 21<sup>st</sup> April 2025.



**Asian Paints Limited**  
6A & 6B, Shantinagar,  
Santacruz (East)  
Mumbai 400 055  
Maharashtra, India  
T : (022) 6218 1000  
[www.asianpaints.com](http://www.asianpaints.com)

The brief profiles of Mr. Joseph Eapen, Mr. Rahul Bhatnagar and Mr. Pragyam Kumar are enclosed.

You are requested to take the above information on record.

Thanking you,

Yours truly,

For **ASIAN PAINTS LIMITED**

**R J JEYAMURUGAN**  
**CFO & COMPANY SECRETARY**

*Encl: As above*



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## **Enclosure A**

### **Profile – Mr. Joseph Eapen**

Mr. Joseph Eapen joined the Company in the year 2000 in the Supply Chain function of the Company. Over the years, he has handled multiple responsibilities in the Supply Chain function of the Company. In November 2018, he was transferred as the Regional Head of the International Business of the Company. He has been handling various responsibilities in the International Business since then.

He will now be moving laterally as Chief Executive – Asian Paints International Private Limited, international business holding company, effective 21<sup>st</sup> April 2025.

He completed his PGDISEM - EHS from IIM Mumbai (NITIE, Mumbai 2000) and has a B.E. from Government College of Engineering, Pune (1997).

## Enclosure B

### Profile – Mr. Rahul Bhatnagar

Mr. Rahul Bhatnagar joined the Company in the year 1996 in the Sales team of the Decorative business function of the Company. He has handled various roles within the Sales team over the years. In April 2010, he was transferred to the International Business of the Company. In February 2019, he was appointed as the Chief Executive of Asian Paints International Private Limited, international business holding company. During his tenure with the international business, he was responsible for the operations of the Company across various geographies.

In April 2022, he was promoted to the role of President with the responsibilities of Project sales, Research & Technology and Industrial Joint Ventures. In April 2024, he was given additional responsibility of leading the Home Improvement business.

With effect from 21<sup>st</sup> April 2025, he will be additionally responsible for the Supply Chain function of the Company and will be designated as President - Project Sales, R&T, Industrial JVs, Home Improvement, Supply Chain.

He completed his MBA from SIBM, Pune (1995) and has a B.E. in Computer Science from C.O.E, Nashik (1993).



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## **Enclosure C**

### **Profile – Mr. Pragyan Kumar**

Mr. Pragyan Kumar joined the Company in the year 1996 in the Marketing function of the Company. Over the years, he was handling various responsibilities in the Marketing function of the Company. In 2010, he took charge of the Retail Sales business of the Company.

In 2012, he was transferred to lead the Home Improvement Business of the Company. After close to a decade of handling the Home Improvement Business, in April 2022, he was transferred to the International Business of the Company as the Chief Executive.

He will now be transferred as Senior Vice President - Retail Sales, Marketing and Commercial effective 21<sup>st</sup> April 2025.

He completed his MBA from IIM Lucknow (1996) and has a B.Tech. from IIT Delhi (1994).