

13 May, 2025

To,

BSE Limited

Phiroze Jeejeebhoy Towers,

Dalal Street,

Mumbai – 400 001

Scrip Code: 532755

National Stock Exchange of India Limited

Exchange Plaza, 5th floor,

Plot No. - C/1, G Block, Bandra-Kurla

Complex, Bandra (East),

Mumbai - 400 051

NSE Symbol: TECHM

Sub.: Change in Senior Management Personnel - Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir / Madam,

Pursuant to Regulation 30 read with Para A(7) of Part A of Schedule III and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we wish to inform you of the following changes in organization structure of the Company with effect from 13 May, 2025:

1. Mr. Sahil Dhawan, Head – Service Line (DEA) of the Company has been appointed as Head – India, Middle East, and Africa Business;
2. Mr. Manish Mangal, Head – Service Line (NS) of the Company has been appointed as Head – Americas Communications Business;
3. Mr. Ram Ramachandran, Sr. Vice President – India, Middle East, and Africa (IMEA) business will be moving into a new role as Head of Specialist Sales;
4. Mr. Abid Mirza, Chief Transformation Officer of the Company will be moving into a new Sales role in IMEA region;

In view of the aforesaid change in roles, Mr. Sahil Dhawan and Mr. Manish Mangal are designated as Senior Management Personnel of the Company and Mr. Ram Ramachandran and Mr. Abid Mirza will cease to be Senior Management Personnel of the Company effective 13 May 2025.

The details with respect to the aforesaid change in Senior Management Personnel as prescribed under Clause 7 of Para A of Part A of Schedule III of the SEBI Listing Regulations read with the SEBI circular SEBI/HO/CFD/CFD-PoD1/P/CIR/2023/123 dated 13 July, 2023 is enclosed as Annexure A.

A press release being issued in this regard is enclosed as Annexure B.

This intimation is also available on the website of the Company at www.techmahindra.com

Date and time of occurrence of event: 13 May 2025, 2.47 p.m. (IST)

Request you to kindly take the above on record.

For Tech Mahindra Limited

Ruchie Khanna
Company Secretary

Enclosures: As above

Annexure A

Details under Clause 7 of Para A of Part A of Schedule III read with Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and SEBI Circular No. SEBI/HO/CFD/ CFDPoD1/P/CIR/2023/123 dated 13 July, 2023

Appointment of Senior Management Personnel

Sr. No.	Particulars	Details	Details
1	Name of Senior Management Personnel	Mr. Sahil Dhawan	Mr. Manish Mangal
2	Reason for change viz. appointment, resignation, removal, death or otherwise	Mr. Sahil Dhawan is appointed as Head - India, Middle East, and Africa Business and designated as Senior Management Personnel of the Company	Mr. Manish Mangal is appointed as Head - Americas Communications Business and designated as Senior Management Personnel of the Company
3	Date of appointment/ cessation (as applicable) & term of appointment	13 May 2025	13 May 2025
4	Brief Profile (in case of appointment)	<p>Mr. Sahil Dhawan is a seasoned professional with extensive experience in the enterprise applications domain. He has been serving as the Sr Vice President & Global Head of Enterprise Applications at Tech Mahindra since August 2018. In this role, Sahil leads the global P&L for various enterprise platforms, including SAP, Oracle, Microsoft, as well as supply chain SaaS and HR practices. His previous leadership positions at Tech Mahindra involved overseeing customer success in the energy and utility sectors, global business development, and managing key relationships with SAP and Oracle.</p> <p>He is known for his ability to build high performance teams, drive</p>	<p>Mr. Manish Mangal, a visionary leader with almost 3 decades of experience in running large businesses in telecommunications.</p> <p>Based in the United States, he has worked with global telecom operators, gaining a nuanced understanding of the industry, spanning across strategy, technology, operations, and business leadership.</p> <p>Manish joined Tech Mahindra in 2018 as CTO for the Network Services Business Unit, later becoming the Business Unit Head. He has also served as Senior Vice President at Reliance Jio USA and led Technology Development at</p>

		profitable and Sustainable growth through innovative solutions, create robust sales and go-to-market strategies. Prior to joining Tech Mahindra, Sahil held various leadership roles at KPIT, CVSIT Services India Private Limited, Accelon Technologies, and Envision Exports.	Sprint (now T-Mobile USA).
5	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable	Not Applicable
6	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/ 2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated 20 th June, 2018	Not Applicable	Not Applicable

Cessation of Senior Management Personnel

Sr. No.	Particulars	Details	Details
1	Name of Senior Management Personnel	Mr. Ram Ramachandaran	Mr. Abid Mirza
2	Reason for change viz. appointment, resignation, removal, death or otherwise	Mr. Ram Ramachandran Sr. Vice President - India, Middle East, and Africa (IMEA) business will be moving into a new role as Head of Specialist Sales. Consequently, he will cease to be designated as Senior Management Personnel of the Company.	Mr. Abid Mirza will be moving into a new Sales roles in IMEA region. Consequently, he will cease to be designated as Senior Management Personnel of the Company.

3	Date of appointment/cessation (as applicable) & term of appointment	13 May 2025	13 May 2025
4	Brief Profile (in case of appointment)	Not Applicable	Not Applicable
5	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable	Not Applicable
6	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/ 2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated 20 th June, 2018	Not Applicable	Not Applicable

Tech Mahindra Announces Senior Leadership Elevations to Drive Strategic Market Growth

India – May 13th, 2025: [Tech Mahindra](#) (NSE: TECHM), a leading global provider of technology consulting and digital solutions to enterprises across industries, announced key leadership elevations to drive strategic growth in critical markets. **Manish Mangal** will take over as **Head – Americas Communications Business**, and **Sahil Dhawan** has been appointed **Head – India, Middle East, and Africa (IMEA) Business**.

Manish Mangal, in his expanded role, will lead Tech Mahindra's Communications business across the Americas, one of the company's most vital growth markets. His deep industry knowledge and track record of innovation position him to drive business transformation and unlock new opportunities for clients in the region. With over 27 years of global experience in the telecom industry, Manish has played a pivotal role in advancing 5G, AI, and cloud-native network technologies. He previously served as Chief Technology Officer – Telecom Business & Global Business Head – Network Services for Tech Mahindra.

Sahil Dhawan will drive Tech Mahindra's growth strategy and customer engagement across the IMEA region, a market of strategic importance to the company's long-term vision. His cross-functional experience and customer-centric leadership will help accelerate business expansion and deepen client relationships across key industries. Previously, Sahil Dhawan served as Senior Vice President & Global Head - Enterprise Applications. He led the global P&L across sales, delivery, solutions, and alliances for Tech Mahindra's expansive Enterprise Applications portfolio.

Mohit Joshi, CEO and Managing Director, Tech Mahindra, said, *“Manish and Sahil have been integral to our growth journey, consistently delivering impact through leadership and innovation. Their new roles reflect our commitment to strengthening market-specific strategies. I congratulate them and look forward to their continued success in shaping the next phase of Tech Mahindra’s growth.”*

Manish Mangal, Head – Americas Communications Business, Tech Mahindra, said, *“It is a privilege to lead the Communications business in the Americas at a time of exciting transformation in the telecom sector. We are committed to building on our strengths and delivering cutting-edge solutions that help our clients navigate the future of connectivity.”*

Sahil Dhawan, Head – India, Middle East, and Africa Business, Tech Mahindra, said, *“I am honored to take on the responsibility of leading the IMEA business. These regions hold significant potential, and together with the team, we aim to foster sustained growth, enhance client engagement, and provide innovative solutions that meet local market demands.”*

Tech Mahindra continues to reinforce its leadership bench as it advances its strategic focus on delivering integrated, AI-first, and platform-led solutions. The company’s growth strategy remains centered on empowering global enterprises with the speed, scale, and intelligence required to succeed in an increasingly digital economy.

About Tech Mahindra

Tech Mahindra (NSE: TECHM) offers technology consulting and digital solutions to global enterprises across industries, enabling transformative scale at unparalleled speed. With 150,000+ professionals across 90+ countries helping 1100+ clients, Tech Mahindra provides a full spectrum of services including consulting, information technology, enterprise applications, business process services, engineering services, network services, customer experience & design, AI & analytics, and cloud & infrastructure services. It is the first Indian company in the world to have been awarded the Sustainable Markets Initiative’s Terra Carta Seal, which recognizes global companies that are actively leading the charge to create a climate and nature-positive future. Tech Mahindra is part of the Mahindra Group, founded in 1945, one of the largest and most admired multinational federation of companies. For more information on how TechM can partner with you to meet your Scale at Speed™ imperatives, please visit <https://www.techmahindra.com>

Our Social Media Channels    

For more information on Tech Mahindra, please contact: media.relations@techmahindra.com