



Date: 10th November, 2025

To

Corporate Relations Department,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort, Mumbai - 400
001 Scrip code: 500825

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

Dear Sir/Madam,

Sub : Intimation under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations, 2015')

Ref : SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

Pursuant to Regulation 30 read with Clause 7 of Para A of Part A of Schedule III of the SEBI Listing Regulations, 2015, this is to inform you that Mr. Varun Berry (DIN: 05208062), Executive Vice-Chairman, Managing Director and Chief Executive Officer has tendered his resignation on 6th November, 2025. Copy of his resignation letter is enclosed as Annexure-II.

The Board of Directors, at its meeting held today i.e. 10th November, 2025, took note of the resignation tendered by Mr. Varun Berry. Based on the recommendation of the Nomination and Remuneration Committee, the Board has approved the waiver of the notice period applicable to Mr. Berry. Accordingly, he shall be relieved from the services of the Company with effect from the close of business hours on 10th November, 2025.

Consequent to his resignation from the Board, Mr. Varun Berry also ceases to be a member of the Stakeholders Relationship Committee, CSR Committee, Risk Management Committee, Finance Committee, Strategy and Innovation Steering Committee and IT Committee of the Company.

Further we refer to our disclosure dated 5th November, 2025, wherein it was informed that on the recommendation of the Nomination and Remuneration Committee the Board of Directors had approved the appointment of Mr. Rakshit Hargave (DIN: 03406793) as an Additional Whole-Time Director and Chief Executive Officer, designated as Executive Director and Chief Executive Officer, with effect from his date of joining, i.e., 15th December 2025. In this regard we would like to update that today i.e. on 10th November'2025, based on the recommendation of the Nomination and Remuneration Committee, the Board has approved the appointment of Mr. Rakshit Hargave as Chief Executive Officer and Managing Director of the Company for a term of 5 years w.e.f. 15th December, 2025, subject to the approval of Members of the Company.

The Board, based on the recommendation of the Nomination and Remuneration Committee, also approved the appointment of Mr. Natarajan Venkataraman as the interim Chief Executive Officer, with immediate effect until the date of joining of Mr. Rakshit Hargave, in addition to his current role as Executive Director & Chief Financial Officer.

In terms of SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 read with Regulation 30, the SEBI Listing Regulations 2015, the information pertaining to the aforesaid cessation and appointments as required are given in the 'Annexure – I'.

The Notice of the Postal Ballot for seeking approval of the Members for the aforesaid appointment of Mr. Rakshit Hargave will be circulated in due course and the same shall be filed with the Stock Exchanges.

The meeting commenced at 3.15 PM and concluded at 4. 45 PM

Request you to take the above information on record.

Thanking You
Yours faithfully,

For Britannia Industries Limited

T. V. Thulsidass
Company Secretary
Membership No: A20927

Encl: As above

Disclosure under Regulation 30 of the SEBI Listing Regulations, 2015 read with the SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024

1) Mr. Varun Berry

Sl.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Resignation
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	By the Close of business hours on 10 th November, 2025
3.	Brief Profile (in case of appointment)	Not Applicable
4.	Disclosure of relationships between Directors (in case of appointment of a director).	Not Applicable

2) Mr. Rakshit Hargave

Sl.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Mr. Rakshit Hargave (DIN: 03406793) as a Chief Executive Officer and Managing Director of the Company for a term of 5 years, subject to the approval of Members of the Company. His appointment shall be effective from the date of his joining the Company on 15th December, 2025.
2.	Date and term of appointment	
3.	Brief Profile	<p>Mr. Rakshit Hargave held the position of Chief Executive Officer of Birla Opus, the Paints venture of Aditya Birla Group in his previous assignment. He has submitted his resignation from Birla Opus and will be joining the Company on 15th December, 2025.</p> <p>He is a veteran in the consumer industry with experience both in India and outside. He headed operations of the German Skincare Company Beiersdorf (makers of NIVEA) in ASEAN and ANZ regions. Before that he headed Africa operations and was also the Managing Director of Nivea India.</p> <p>Prior to Beiersdorf, he worked with Hindustan Unilever as Sales and Marketing Director, Kimberly Clark Lever and Chief Operating Officer, Lakme Lever.</p> <p>He also worked with Jubilant Foodworks wherein he successfully launched the iconic Domino's Pizza 30 minutes guarantee delivery model. Mr. Rakshit started his career with Tata Motors after completing his Engineering and joined Nestle India thereafter.</p> <p>Mr. Rakshit is an MBA from Faculty of Management Studies, Delhi and also holds a degree in Electrical Engineering from the Indian Institute of Technology, Varanasi. He received the Distinguished Young Alumni Award from IIT Varanasi.</p>
4.	Disclosure of relationships between Directors	Mr. Rakshit is not related to any of the Directors of the Company.
5.	Information as required under BSE Circular No. LIST/COMP/14/2018-19 and NSE Circular No. NSE/CML/2018/24, both dated June 20, 2018	Mr. Rakshit is not debarred from holding the office of Director by virtue of order of SEBI or any other authority.

3) Mr. Natarajan Venkataraman

Sl.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment as Interim Chief Executive Officer of the Company in addition to his current role of Executive Director and Chief Financial Officer, with immediate effect i.e. 10 th November, 2025 until Mr. Rakshit Hargave assumes office.
2.	Date and term of appointment	
3.	Brief Profile	Mr. Natarajan Venkataraman, aged 61 years is a Commerce Graduate and a Qualified Cost Accountant. He is the Executive Director and Chief Financial Officer of the Britannia Industries Limited. He has over 38 years of rich experience and has been associated with Britannia Industries Limited since April, 2007. He heads Finance, Business Commercial, Legal, Secretarial and Business Strategy functions in Britannia Industries Limited and is also responsible for its cost efficiency initiatives. Prior to this, he was heading the Finance functions of two wheeler and commercial vehicle businesses of Eicher Motors Limited.
4.	Disclosure of relationships between Directors	Mr. Natarajan Venkataraman is not related to any of the Directors of the Company.
5.	Information as required under BSE Circular No. LIST/COMP/14/2018-19 and NSE Circular No. NSE/CML/2018/24, both dated June 20, 2018	Mr. Natarajan Venkataraman is not debarred from holding the office of Director by virtue of order of SEBI or any other authority.



Nusli Wadia <[REDACTED]>

Resignation

1 message

Varun Berry <[REDACTED]>
To: Nusli Wadia <[REDACTED]>

Thu, Nov 6, 2025 at 11:00 PM

Dear Chairman,

Thank you very much for your support for the past 13 years. I would like to tender my resignation from the position of CEO and Managing Director of Britannia Industries Ltd. I will serve my notice period as per the contract. Please treat Nov 6, 2025 as the date of my resignation. I will be available as and when you want, beyond my departure from the company to guide Rakshit in whichever you may want. I hope Britannia goes from strength to strength in the coming years.

Warm regards,
Varun Berry

--

Disclaimer :The content of this email message and any attachment(s) is transmitted to you by or on behalf of Britannia Industries Ltd or one of its affiliates and are intended solely for the addressee(s). It contains confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their authorized agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments therewith. If you are not the intended recipient of this message, you are not authorized to read, print, retain, copy, or disseminate any part of this message. The integrity and security of this email cannot be guaranteed over the Internet. Therefore, the sender will not be held liable for any damage caused by the message. Regardless of content, this e-mail shall not operate to bind Britannia Industries Ltd or any of its affiliates to any order or other contract unless pursuant to explicit written agreement or government initiative expressly permitting the use of e-mail for such purpose.

Warning :Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. Thank you for your cooperation.