



SEC/SE/089/24-25

Chennai, November 15, 2024

**BSE Limited,**  
Phiroze Jeejeebhoy Towers,  
P J Towers, Dalal Street,  
Mumbai – 400 001  
Scrip Code: 533121

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

**Sub: Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Appointment of Mr. Manjunathan Chinnanagounder, Director – Human Resources, as Senior Management Personnel.**

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Dear Sir/Madam,

We refer to our letter reference number SEC/SE/084/24-25 dated November 14, 2024, intimating the appointment of Mr. Manjunathan Chinnanagounder, Director – Human Resources, as Senior Management Personnel. However, we found that the attachment was wrongly submitted, and the revised file is enclosed. We regret for the inconvenience caused.

Pursuant to Regulation 30 read with Para A of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform the Board of Directors at their meeting held on November 14, 2024 and based on the recommendation of the Nomination and Remuneration Committee, has approved the appointment of Mr. Manjunathan Chinnanagounder, Director – Human Resources, as Senior Management Personnel with immediate effect, i.e. November 14, 2024, in accordance with Regulation 16(1)(d) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 are mentioned below as **Annexure-1**.

Thanking you,

Yours faithfully,  
For Expleo Solutions Limited

S. Sampath Kumar  
Company Secretary and Compliance Officer  
Membership No. FCS 3838

Encl: As above



**Annexure-1**

**Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023.**

<b>Sl. No</b>	<b>Disclosure requirements</b>	<b>Details</b>
1	Reason for Change viz appointment <del>Re-appointment, Resignation,</del> <del>removal, death or otherwise</del>	Appointment of Mr. Manjunathan Chinnanagounder, Director – Human Resources, as Senior Management Personnel with immediate effect, i.e. November 14, 2024.
2	Date of Appointment/ <del>re-appointment / cessation (as</del> <del>applicable) &amp; term of appointment/ <del>re-appointment.</del></del>	The appointment of Mr. Manjunathan Chinnanagounder, Director – Human Resources, as Senior Management Personnel with immediate effect, i.e. November 14, 2024.
3	Brief Profile (In case of Appointment)	Refer <b>Annexure II</b>
4	Disclosure of relationship between directors (In case of Appointment)	Not Applicable

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar

Company Secretary and Compliance Officer

Membership No. FCS 3838

**BRIEF PROFILE OF Mr. MANJUNATHAN CHINNANAGOUNDER**

Mr. Manjunathan Chinnanagounder is a HR professional with 23 years of experience worked across diverse industries in driving HR Business strategy, Culture transformation, Leadership Development, Building Leadership, HR Capability, Policy formulations for driving Organization growth initiatives through people excellence and employee's engagement for large workforce. Expertise in designing and formulating Performance evaluation methods, Performance Pay / Incentive Schemes. Implemented systems for having objective evaluation of performance in line with business priorities. Formulate & implemented Total rewards / compensation & Benefits framework across levels, benchmark surveys, analysing market data for implementing pay and reward structures. Collaborated with global team in designing and implementing global HR processes and systems.

Expertise in designing and implementing HR Policies and Procedures, Budgeting Recruitments, HR Operations, Payroll & Welfare, Training & Development, Travel, implementation of HRMS tools.

Performance-oriented professional with proven skills in facilitating, capability building and retention. Skilled in developing and implementing practical initiatives to meet HR needs and promote performance improvements. Leader with clear focus on meeting and exceeding organizational targets while maintaining compliance and employee satisfaction. History of enhancing collaboration and controls across all areas of company operations. Astute and proactive problem-solver possessing elevated business and operations acumen honed through progressive career history, diverse industries knowledge and accomplished education. Change agent with history of driving continuous improvements, experience in Mergers and Acquisitions, Rebadging, expertise in training, orientation, and on-boarding. Highly skilled in compensation, benefits administration and HR Business Partnering, Talent Management, Operation, committed in promoting diversity and inclusion, CSR. Experience in managing new country penetrations and resources in India, Australia, Middle East, US, Europe and APAC.