

11th December 2025

To,
The Manager – Listing Department
National Stock Exchange of India Limited
5, Exchange Plaza,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400051

To,
The Manager – Listing Department
BSE Limited
Floor 25, P.J. Towers,
Dalal Street,
Mumbai 400 001

Symbol: FINPIPE

Scrip Code: 500940

Sub.: Appointment of Senior Management Personnel ('SMP') of the Company

Ref.: Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations')

Dear Sir/Madam,

Pursuant to Regulation 30 read with Para A(7) of Part A of Schedule III and other applicable provisions of the Listing Regulations, we hereby inform you that on the basis of recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company vide Circular Resolution passed on 11th December 2025, approved the appointment of Mr. Shirish Panke as Head – Human Resources and Senior Management Personnel of the Company, effective 11th December 2025.

The details as required under Regulation 30 and Schedule III of the Listing Regulations read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November 2024 are given under **Annexure- A** to this letter.

The approval of the Board of Directors was received at 03:05 p.m. (IST).

This intimation is also being uploaded on Company's website and can be accessed at <https://www.finolexpipes.com/investors/compliance-report/>

Kindly take the above information on your records.

For **Finolex Industries Limited**

Dakshinamurthy Iyer
Company Secretary & Compliance Officer
M. No.: A13004

Encl.: As above



Annexure- A

Sr. No.	Particulars	Mr. Shirish Panke
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment as Head – Human Resources and Senior Management Personnel
2.	Date of appointment / re-appointment / cessation (as applicable) & term of appointment / re- appointment	Date of appointment: Effective 11 th December 2025 Terms of appointment: Full-time employment
3.	Brief Profile (in case of appointment)	<p>Mr. Shirish Panke is a seasoned Strategic HR Leader with 29 years of experience in corporate HR, employee relations, and global people management across leading manufacturing organizations such as Garware Fulflex, Crane Process Flow Technologies, Divgi Warner, Tata Visteon Automotive, Grindwell Norton, Hindustan Unilever, Rallis India, and PepsiCo India.</p> <p>He has successfully driven HR strategy, talent acquisition, leadership development, and M&A integration across geographies including India, USA, and Europe, managing multi-plant operations and HR teams supporting over 1200 employees globally. His expertise spans HR digitalization, industrial relations, organizational transformation, and leadership pipeline development.</p> <p>He has independently led HR due diligence and post-merger integration for acquisitions in the USA and Europe, ensuring cross-cultural alignment and operational stability. Additionally, he has designed leadership competency models, succession planning frameworks, and performance management systems to build strong leadership pipelines.</p> <p>Certified in Great Place to Work and social compliance standards like BSCI and SMETA, Mr. Shirish Panke combines strategic acumen with operational excellence, making him a trusted partner for business leaders in driving organizational growth and transformation.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

