

28th January, 2026

BSE Limited

P.J. Towers, Dalal Street, Fort,
Mumbai- 400 001
BSE scrip code: 543635

National Stock Exchange of India Limited

Exchange Plaza, Bandra-Kurla Complex,
Bandra (East), Mumbai – 400 051
NSE symbol: PPLPHARMA

Sub: Changes in Senior Management Personnel ('SMP') and Key Managerial Personnel ('KMP') of the Company

Dear Sir / Madam,

In terms of Regulation 30 read with Para A of Part A of Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), we hereby inform that the Board of Directors of the Company ('Board'), at its meeting held today, i.e. 28th January, 2026, has inter alia, transacted the following business:

1. Changes in Senior Management Personnel ('SMP') of the Company

Based on the recommendation of the Nomination & Remuneration Committee, the Board of Directors of the Company has additionally designated the following officials of the Company as 'Senior Management Personnel' ('SMP') with immediate effect:

- 1) Ms. Rashida Najmi, Chief Quality Officer
- 2) Mr. Jatin Lal, President – Merger and Acquisitions
- 3) Mr. Sandeep Rathod, General Counsel
- 4) Ms. Puneet Rajput, Chief Human Resource Officer

Brief profile of these SMP's is enclosed as **Annexure A**

2. Changes in Key Managerial Personnel ('KMP') of the Company

Ms. Tanya Sanish (ICSI Membership No. 25784), KMP of the Company, has tendered her resignation from the position of Company Secretary and Compliance Officer of the Company, to pursue career opportunities outside the organization. The Board at its meeting held today, has accepted her resignation effective from the close of business hours of 20th February, 2026. Ms. Sanish will accordingly cease to be a KMP of the Company with effect from said date. A copy of the resignation letter is enclosed as **Annexure B**.



Basis the recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company has considered and approved the appointment of Ms. Pratibha Mishra (ACS No. 53432), as Interim Company Secretary and Compliance Officer, KMP of the Company with effect from 21st February, 2026. A brief profile of Ms. Mishra is enclosed as **Annexure C**.

The above information is also available on the website of the Company at www.piramalpharma.com.

You are requested to kindly take the above information on record.

Yours truly,
For **Piramal Pharma Limited**

Vivek Valsaraj
Executive Director & Chief Financial Officer
Encl.: a/a

Piramal Pharma Limited

CIN: L24297MH2020PLC338592

Registered Office: Gr. Flr. Piramal Ananta, Agastya Corporate Park, Opp Fire Brigade, Kamani Junction, LBS Marg, Kurla (West), Mumbai – 400070 India
T: +91 22 3802 3000 / 4000; Email: shareholders.ppl@piramal.com

piramalpharma.com

Brief Profile of Senior Management Personnel ('SMP')

S. No.	Name of SMP	Brief Profile
1.	Ms. Rashida Najmi, Chief Quality Officer	<p>Ms. Najmi heads the Corporate Quality and Pharmacovigilance function at Piramal Pharma Limited. She is responsible for establishing and implementing related quality standards, handling inspections and maintaining regulatory track records of various regulatory agencies like FDA, MHRA, PMD etc. She has over 26 years of experience in quality management of NDA, IND, CRO, API- intermediates, API (drug substance), various dosage formulations (drug product), product development, clinical, pharmacovigilance and biologic with renowned companies like Shreya Life Sciences and ACG.</p> <p>During Ms. Najmi's ongoing tenure at Piramal, she has successfully maintained the compliance benchmark higher than the regulatory requirement at all Pharma Solutions' manufacturing sites across geographies. She is also instrumental in establishing 'Quality' as a differentiator for business growth and harmonizing "best in class" quality practices across Piramal. Ms. Najmi is a Pharmacist and a postgraduate in Human Resources and is a Qualified Lead Auditor in ISO 9000 and ISO 14000 (from QMI, UK), certified in HACCP (from UN/ FAO), 5'S' (from JMA), OHSAS.</p> <p>In July 2015, World Quality Congress awarded Ms. Najmi with the title of "50 Most Influential Quality Professionals". She has been a jury member in several academic and quality awards and an active member of industry forums like ISPE, IDMA, PDA and OPPI.</p>
2.	Mr. Jatin Lal, President – Merger and Acquisitions	<p>Mr. Lal is responsible for acquisitions, strategic investments and business development at Piramal Pharma Limited. He has led several strategic initiatives and M&A transactions for Piramal Pharma Limited. He brings experience of over 25 years from work across mergers and acquisition, business development, strategy and consulting. Prior to joining Piramal, Mr. Lal had worked with Stern Stewart, GE Capital and NOCIL.</p> <p>Mr. Lal holds a Bachelor of Technology degree from IIT Kharagpur and a Post Graduate Diploma in Business Management from XLRI, Jamshedpur.</p>

3.	Mr. Sandeep Rathod, General Counsel	<p>Mr. Rathod is responsible for overseeing the legal and compliance functions across Piramal Pharma Limited and its overseas subsidiaries. Mr. Rathod has helped strengthen and organize legal and compliance functions of the Company. He plays a crucial role in identifying, mitigating and managing legal risk across the Company. Mr. Rathod plays an important role in executing corporate transactions, advising on complex intellectual property aspects and managing the compliance program. He was also a part of the Company's fund raise exercise of INR 1,050 crore from the Indian stock markets.</p> <p>Prior to joining Piramal Pharma Limited, Mr. Rathod has worked with companies such as J.B. Chemicals and Mylan (Viatris). His experience covers litigation, corporate transactions / brand buy-outs, government policy advisory, teaching and writing on issues impacting pharmaceuticals and access to pharmaceuticals.</p> <p>Mr. Rathod is a qualified lawyer and holds LL.B. and LL.M. degrees from Mumbai University as well as a LL.M. degree from University of Pittsburgh.</p>
4.	Ms. Puneet Rajput, Chief Human Resource Officer	<p>Ms. Puneet Rajput, Chief Human Resource Officer carries more than two decades of rich and diverse experience in pharma, telecom, life sciences and consulting industries. She is an experienced leader in aligning HR strategy with business strategy, diverse organization models, large/small scale M&A integrations, Organization Design and Development, Diversity and Inclusion, Digital HR, Sustainability and CSR and developing HR business teams and leadership teams. Prior to joining Piramal Pharma Limited, Ms. Rajput was the Senior Director – HR (India and South Asia) and Regional HRBP Leader for Asia Pacific and Japan, Thermo Fisher Scientific. Previously, Ms. Rajput has worked with Vodafone and Wockhardt Ltd.</p> <p>Ms. Rajput completed her Chief Human Resources Officer Program from The Wharton School and Masters in HR, Personnel Management and Industrial Relations from the University of Mumbai.</p>

Resignation Letter

Date: 28th January, 2026

To
The Board of Directors,
Piramal Pharma Limited

Subject: Resignation from the position of Company Secretary and Compliance Officer (Key Managerial Personnel)

Dear Board Members

I, Tanya Sanish, hereby tender my resignation from the role of Company Secretary and Compliance Officer, Key Managerial Personnel, of Piramal Pharma Limited.

It has been a privilege and to work with this esteemed organization and leadership. I am truly grateful for the guidance rendered to me and faith placed in me during the course of my tenure here. The people, work culture and alignment to values that I have experienced are aspects that I will continue to cherish for always. However, after much consideration, I have decided to part with this role and pursue career opportunities outside the organization.

I request to be relieved from my duties effective from the close of business hours of 20th February, 2026. I am fully committed to ensuring a smooth and seamless transition, including a comprehensive handover of responsibilities to maintain continuity.

I once again extend my sincere gratitude to the Board of Directors and the Management for their guidance, support and cooperation during my tenure.

Thanking you,

Yours faithfully,



Tanya Sanish

Annexure C

Brief profile of Ms. Pratibha Mishra

Ms. Pratibha Mishra has over a decade of experience in handling corporate secretarial and compliance functions for listed companies and has been associated with the Company since November 2022.

Prior to joining the Company, she has worked with CEAT Limited and CARE Ratings Limited. She played a key role in the IPO and listing process of Nazara Technologies Limited, where she also served as the Company Secretary and Compliance Officer.

During her tenure at CEAT Limited, she additionally held the positions of Company Secretary of Sudarshan Electronics & T.V. Limited (a promoter group company of CEAT Limited) and Interim Compliance Officer of FGP Limited (a CEAT group company then listed on BSE Limited).

Ms. Pratibha Mishra is an Associate Member of the Institute of Company Secretaries of India (ICSI). She is a commerce graduate from the University of Mumbai and holds a bachelor's degree in law from the Government Law College, Mumbai.