



**ROYAL ORCHID HOTELS LTD.,**

Regd. Office

1, Golf Avenue, Adjoining KGA Golf Course,

HAL Airport Road, Kodihalli, Bangalore - 560 008, India.

T +91 80 41783000, F : +91 80 252 03366

www.royalorchidhotels.com

CIN : L55101KA1986PLC007392

email : investors@royalorchidshotels.com

**Date: October 17, 2025**

**To,  
The Manager,  
Listing Compliance,  
Department of Corporate Services,  
BSE Limited,  
Floor 25, P. J. Towers,  
Dalal Street,  
Mumbai – 400001  
BSE Scrip Code: 532699**

**To,  
The Manager,  
Listing Compliance,  
Department of Corporate Services,  
National Stock Exchange of India Limited,  
Exchange Plaza, Plot no. C/1, G Block  
Bandra Kurla Complex, Bandra (E)  
Mumbai – 400051  
NSE Scrip Symbol: ROHLTD**

Dear Sir/Madam,

**Sub: - Intimation pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015: Appointment of Director.**

We are pleased to inform you that on October 17, 2025 the Board of Directors of the Company, based on the recommendation of the Nomination and Remuneration Committee via circular resolution, approved the appointment of Ms. Nithyalakshmi Subramanian (DIN-11183504) as an Additional Director in the category of Non-Executive Independent Women Director, not liable to retire by rotation, for a period of 2 (Two) years commencing from October 20, 2025, to October 19, 2027 (both days inclusive) subject to Shareholders approval.

Details required under Regulation 30 read with Para A of Schedule III (Part A) of Listing Regulations and SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are enclosed herewith as **Annexure A**.

You are requested to take the above information on record.

Thanking you,

Yours faithfully

**For Royal Orchid Hotels Limited**

**Chander K. Baljee  
Chairman and Managing Director  
DIN:00081844**

**Encl: as above**



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### **ANNEXURE 1**

**Details required under Regulation 30 read with Para A of Schedule III (Part A) of Listing Regulations and SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024.**

<b>Sr. No</b>	<b>Particulars</b>	<b>Details</b>
1	<b>Reason for change viz. appointment, resignation, removal, death or otherwise</b>	Appointment as an Additional Director in the category of Non-Executive Independent Women Director
2	<b>Date of appointment/cessation (as applicable) Term of appointment</b>	October 20, 2025  For a period of two year commencing from October 20, 2025 to October 19, 2027 (both days inclusive).
3	<b>Brief Profile (in case of appointment)</b>	As per attached Annexure 1A
4	<b>Disclosure of Relationships between Directors (in case of appointment of a director)</b>	Ms. Nithyalakshmi Subramanian is not related to any of the Directors of the Company.
5	<b>Information as required pursuant to BSE Circular with ref. no. IST/COMP/14/2018- 19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 20, 2018</b>	Ms. Nithyalakshmi Subramanian is not debarred from holding the office of Director by virtue of any SEBI Order or any other such Authority.



## Nithya Subramanian

Senior Director Data & AI @ Best Buy,  
Certified Independent Director,  
AI Leader of the Year (Times Group),  
TEDX Speaker, Start-Up Mentor


Ex. Microsoft, Philips, Cisco, IBM


University of California Berkeley


### CAREER TIMELINE


 Best Buy  
Mar 2025 till date

 Kellanova  
Jun 2023 - Mar 2025

 Dir. Business Analytics  
Nov 2020 - Feb 2023

 Analytics Practice Lead  
Dec 2018 - Nov 2020

 Analytics Program Mgr.  
Oct 2014 - Dec 2018

 SAP Project Manager  
Jun 2011 - Oct 2014

 SAP Senior Consultant  
May 2007 - Jun 2011

 SAP Consultant  
Aug 2003 - May 2007

## Profile

Astute Senior Management Professional with **21 Years** of rich experience.

Highly **Competent & Result Oriented** with a **Strong Industry Focus & Customer Centricity**, has designed & executed **Effective Data Analytics & Business Intelligence Strategies** aimed at improving Customer Satisfaction, Operational Efficiencies and overall Commercial Performance.

Extremely proficient in **Data Science / Machine Learning / AI, Business Intelligence & Analytics, Supply Chain Planning & Operations, ERP (SAP) and Product Management**, is skillful in applying **Design Thinking** to understand customer requirements and providing comprehensive & integrated solutions.

Adept in **Partner & Vendor Management** to execute digital strategies and Proficient in ensuring tight **Collaboration across Cross-Functional Teams** to successfully drive business outcomes by enabling them with customized solutions specific to their needs.

Expert in building & nurturing **Data & Analytics COEs** to deliver efficient, centrally managed & scalable analytics to revolutionize operations and maximize ROI while enabling customers to achieve their **Digital Transformation** milestones.

Proficient in designing and implementing **Data Governance** Policies to ensure data quality, privacy & security and driving **Data Literacy** initiatives to enable **Data-Driven Decision-Making** culture.

Mentor & Thought Leader with strong People Management skills, is capable of Building & Managing **High-Performing Successful Teams**.

A highly recognized **speaker in AI and GenAI forums and a start-up mentor**, stays up-to-date with the **Industry Trends and Latest Technologies**, in order to encourage **Open Innovation** and **Growth-Mindset** across AI community & organizations.

## Employment History

### Senior Director, Data & AI COE Best Buy India, Bangalore, India

Mar '2025 till Date

**As a Senior Executive, Building the Digital and Analytics Teams, Lead the Digital Transformation Strategy for the India GCC, Collaborating with the Global Partners, Leveraging the Innovation Ecosystem and Driving Sustainable Value for Best Buy**

- o Enabling **value & impact** by establishing a Digital, Data, and AI Center of Excellence for Best Buy.
- o Empowering business and **increasing speed to value** by creating Data Products for self-service analytics for democratizing access and fostering a strong data-driven culture.
- o Ensuring **outcomes and innovation** for multiple retail functions like E-Comm, Merchandising, Retail Ops., Supply Chain, Retail Ads etc..

### Head of Data & Analytics, AMEA

**Kellanova (prev. Kellogg Company), Bangalore, India**

Jun '2023 to Mar '2025

**As an Executive Leader, Designed Data Analytics & BI Strategies to enable the markets in achieving business targets, drive data culture and foster open innovation across the AMEA Region.**

- o Ensured Impact, Efficiency, and Innovation by building **BI, Data and Analytics Center of Excellence** from scratch.
- o Enabled **Enterprise and Self-Serve analytics of a unified data & analytics platform**, thereby democratizing data and fostering data culture.
- o Partnered with multiple **cross-functional business stakeholders** and **vendor partners** in order to deliver customized solution



## SKILLS

- o Strategic Planning & Executive Leadership
- o Business Intelligence, Data Analytics & Machine Learning
- o Data & Process Quality Management
- o Staffing, Recruiting, Managing & Retaining Talent
- o Stakeholder & Vendor Management
- o SAP - FI, MM, SD, SRM and ABAP
- o Azure, PowerBI, PowerApps, R, Python, SQL, Tableau



## COURSES & CERTIFICATIONS

- o Accounting & Corp. Finance
  - o Harvard Business Publications
- o Data Science
  - o Indian Institute of Management Bangalore
  - o Johns Hopkins Univ.
  - o DeepLearning.ai
- o Operations Management
  - o Univ. of Pennsylvania
- o Project Management - PMP
  - o PMI
- o Change Management - Certified Change Practitioner
  - o Prosci
- o Process Management
  - o Celonis



## EDUCATION

- o Berkeley Executive Program in Management, Haas Business School, UC Berkeley
- o College of Engineering, Pune
  - o B.E. in Electronics & Telecommunication
  - o Passing Year: 2003
- o Kendriya Vidyalaya, Ganeshkhind, Pune
  - o SSC (CBSE)
  - o Passing Year: 1999
  - o Topper in West Zone



## LANGUAGES

- o English
- o Hindi
- o Tamil

### Director of Business Analytics Microsoft Corp., Bangalore, India

Nov' 2020 to Feb'2023

**Designed & Executed Analytics Products and Technology Strategies to enable the Field Functions in achieving their targets and accelerating value generation for Microsoft Customers**

- o Transformed Products and Business Processes
- o Digitize Operations
- o Comprehensive and Self-Serve Insights Strategy
- o Connected Data Platform (One-Source-Of-Truth)

### Analytics Practice Lead – Supply Chain Philips Healthcare, Bangalore, India

Dec' 2018 to Nov' 2020

**Developed Analytics and IT Platform Strategies to enable Digital Transformation of Supply Chain to increase efficiency and resilience.**

- o **Forecasting** Solutions using Neural Networks
- o Market **Demand Analytics** Solution Suite
- o End-to-End Supply Chain **Network Optimization**
- o **Procurement Analytics** using
- o **Data Strategies** to ensure data quality, availability, and discoverability

### Analytics Program Manager – Supply Chain Cisco Systems, Bangalore, India

Oct' 2014 to Dec' 2018

**Designed & Developed Data & Analytics products to execute Digital Transformation roadmap for Supply Chain to achieve strategic priorities.**

- o AI/ML based **Multi Echelon Inventory optimization**
- o Universal **Sales Order Visibility** and Management.
- o **Order Management**
- o **Logistics Analytics**

### SAP Project Manager IBM, Bangalore, India

Jun' 2011 to Oct' 2014

**Empowered customers in achieving business excellence by designing lean, customized & effective ERP solutions.**

- o **4+ End-to-End SAP Implementations & Migrations** for industry verticals - FMCG, Oil & Gas and Manufacturing.
- o **SME in Functional Domains** like Sales, Procurement, Supply Chain, CRM, Finance etc.
- o **ERP strategies** for fortune 500 customers.
- o In **Pre-Sales**, Enabled the sales team in solution blueprinting.
- o **End-to-End Program Management** including Scoping, Planning, Staffing, Execution & Control.
- o **Built and Nurtured Talent** in Techno Functional & Industry Specific Competencies.

### SAP Senior Consultant & Lead Capgemini, Bangalore, India

May' 2007 to Jun' 2011

### SAP Techno-Functional Consultant Satyam Comp. Serv. Ltd., Bangalore, India

Aug' 2003 to May' 2007