

9 January 2026

**National Stock Exchange of India Limited**

"Exchange Plaza", 5<sup>th</sup> Floor,  
Plot No.C/1, G Block  
Bandra-Kurla Complex,Bandra (East),  
Mumbai - 400 051.

**The Luxembourg Stock Exchange**

35A Boulevard Joseph II,  
L-1840 Luxembourg

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai - 400 001.

**London Stock Exchange Plc**

10 Paternoster Square  
London EC4M 7LS.

Dear Sir/Madam,

**Sub: Intimation under Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") – Appointment of Senior Management Personnel of the Company**

With reference to the captioned subject, we wish to inform you that in line with the succession plan of the Company:

- (i) Mr. Ruzbeh Irani, President – Group Human Resources, shall retire from the Company with effect from the close of business hours 1 April 2026, pursuant to his reaching the age of superannuation and his consequent cessation as the Senior Management Personnel of the Company;
- (ii) Mr. Rohit Thakur shall be appointed as the Group Chief Human Resources Officer and form part of Senior Management Personnel of the Company with effect from 2 April 2026.

The Company expresses heartfelt gratitude for the exceptional contributions of Mr. Ruzbeh Irani during his remarkable tenure of more than 19 years with the Company and acknowledges his pivotal role within the Mahindra Group in his role as the President – Group Human Resources and member of Mahindra's Group Executive Board.

The details as required under regulation 30 read with Para A (7) of Part A of Schedule III of SEBI Listing Regulations read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11<sup>th</sup> November 2024 (as amended) are given hereunder as **Annexure 1**.

This intimation is also being uploaded on the Company's website at <https://www.mahindra.com>

Kindly take the same on record.

Yours sincerely,  
**For MAHINDRA & MAHINDRA LIMITED**

**SAILESH KUMAR DAGA**  
**COMPANY SECRETARY**

Encl. as above

**Annexure 1**

**Change in Senior Management Personnel**

<b>Sr. No.</b>	<b>Details of Events that need to be provided</b>	<b>Appointment of Mr. Rohit Thakur as part of the Senior Management Personnel of the Company</b>	<b>Cessation of Mr. Ruzbeh Irani as part of the Senior Management Personnel of the Company</b>
a)	Reasons for change viz. appointment, re-appointment, resignation, removal, death or otherwise;	Appointment as the Group Chief Human Resources Officer ("CHRO") and forming part of Senior Management Personnel of the Company	Retirement pursuant to his reaching the age of superannuation and his consequent cessation from being part of the Senior Management Personnel of the Company.
b)	Date of appointment/re-appointment/ cessation (as applicable) & term of appointment/re-appointment	<p><b>Date of Appointment –</b> With effect from 2 April 2026</p> <p><b>Term of Appointment –</b> Not Applicable</p>	<p><b>Date of Cessation –</b> With effect from close of business hours on 1 April 2026.</p> <p><b>Term of appointment –</b> Not Applicable</p>
c)	Brief profile (in case of appointment);	<b>Mr. Rohit Thakur</b> , the current CHRO for the Auto and Farm Sector, is being appointed as the <b>Group Chief Human Resources Officer</b> effective from 1 April 2026. Prior to his current role, Mr. Rohit Thakur has held diverse and substantial HR leadership positions across numerous renowned organizations. As the CHRO for Accenture in India, he was instrumental in shaping the talent strategy and overseeing HR service delivery and operations for 200,000 employees across all segments. His extensive experience includes the CHRO role at Microsoft India, where he led the talent and cultural transformation across all entities. Prior to that, he has held HR leadership roles at GE in various sectors like Energy, Capital, Engineering and Aviation, both in India and the United States. Mr. Rohit Thakur has also led HR for 2 startups, LEAD School and Paytm. He holds a commerce degree from SRCC Delhi and an MBA in HR from XLRI Jamshedpur.	<b>Not Applicable</b>
d)	Disclosure of relationships between directors (in case of appointment of a director);	Not Applicable. Mr. Rohit Thakur is not related to any Director of the Company	Not Applicable
e)	Information as required pursuant to Circular of BSE Limited with ref. no. LIST/COMP/ 14/2018-19 and Circular of National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated 20 <sup>th</sup> June 2018.	Not Applicable	Not Applicable