

Varroc Engineering Limited

Corp Office:

3rd & 7th Floor, B- 3010 & 7010, Solitaire
Business Hub (Marvel Edge) Datta Mandir
Chowk, Viman Nagar, Pune - 411014,
Maharashtra, India
Tel: + 91 20 67445001

Regd. Office:

L-4, MIDC Industrial Area, Waluj,
Chhatrapati Sambhaji Nagar (formerly
Aurangabad)-431 136 Maharashtra, India
Tel:+91 - 240-6653700
Fax +91 240 2564540

www.varroc.com
CIN: L28920MH1988PLC047335
Email: Varroc.info@varroc.com



VARROC/SE/INT/2026-27/9

April 8, 2026

To,

The Manager- Listing
The Listing Department,
**National Stock Exchange of India
Limited**
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai-400051
NSE Symbol: VARROC

The Manager – Listing
The Corporate Relation Department,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai-400001.
BSE Security Code: 541578

Dear Sir/ Madam,

Sub: Change in the Senior Management Personnel ('SMP') of the Company

Ref: Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations")

Pursuant to the Regulation 30 of the of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations"), this is to inform you that:

1. Resignation of Mrs. Kavita Kulkarni as the Group Chief Human Resources Officer ("Group CHRO") of the Company, designated as Senior Management Personnel, vide her letter dated January 8, 2026, effective from the close of business hours on April 10, 2026. Accordingly, she shall cease to be a SMP of the Company from the said date and will be in service till April 30, 2026.
2. Appointment of Mr. Avijit Roy as the Group Chief Human Resources Officer ("Group CHRO") of the Company, with effect from April 10, 2026. Accordingly, he shall take over all responsibilities pertaining to the position of Group CHRO and shall be considered and designated as SMP of the Company.

The details with respect to above changes as required under Regulation 30 of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015 read with SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, are enclosed herewith as **Annexure A** and the letter of resignation received from Mrs. Kavita Kulkarni containing detailed reasons for resignation is enclosed as **Annexure B**.

We request you to take this on record, and to treat the same as compliance with the applicable provisions of the Listing Regulations. The aforesaid information is also being placed on the website of the Company at www.varroc.com.

Yours faithfully,

For Varroc Engineering Limited

Anil Ghatiya
Company Secretary & Compliance Officer

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Annexure A

Change in Senior Management Personnel

S. No.	Particulars	Details	
		Mrs. Kavita Kulkarni	Mr. Avijit Roy
1.	Reason for change viz. appointment, resignation, removal, death or otherwise	Resignation of Mrs. Kavita Kulkarni as the Group Chief Human Resources Officer ("Group CHRO") of the Company, designated as the SMP, with effect from the close of business hours on April 10, 2026, since she intends to explore new opportunities outside the organization.	Appointment of Mr. Avijit Roy as the Group Chief Human Resources Officer ("Group CHRO") and he shall be considered and designated as SMP of the Company effective from April 10, 2026.
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment	Date of resignation - effective from the close of business hours on April 10, 2026 and will be in service till April 30, 2026.	Date of Appointment - With effect from April 10, 2026. Terms of appointment would be as per Company's Policy.
3.	Brief profile (in case of appointment)	Not Applicable	Mr. Avijit Roy has 25 years+ experience across diverse industries in driving large-scale organizational transformations and aligning people strategy with business growth in multiple geographies. Prior to this, he was associated with Aditya Birla Group, Atlanta, Georgia, United States. He has been recognized for leading organizations through transformative changes, fostering high-performing inclusive cultures, and embedding future-ready talent practices to support business growth. He has taken various initiatives in leadership development, total rewards, digital HR transformation, culture integration, and organizational design, ensuring alignment of talent strategies with evolving business priorities.

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			<p>He has also delivered measurable outcomes across M&A integrations, business pivots, and market expansions by leveraging strategic workforce, planning, redefining organization structures and aligning leadership behaviors to build a future-ready organization.</p> <p>He has held leadership roles at prominent companies, including Aditya Birla Group, Atlanta, Georgia, United States, Hero Motors, TESCO, Mahindra & Mahindra and Hindustan Unilever.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable	Not Applicable Mr. Avijit Roy is not related to any Director of the Company.
5.	Disclosure in terms of Regulation 30 read with Clause 7C of Part A of Schedule III of SEBI LODR Regulation	Please refer resignation letter for detailed reason(s).	Not Applicable

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8/1/26

Dear Ajeer,

Thank you for your time
I truly appreciate the genuine conversation
we had.

While I will miss this place, I would
like to leave shortly to pursue my
entrepreneurial journey as it's the best
time to focus my energies onto my
next chapter, my second innings.

I will do a good handover and take some
leave as required though am a
workaholic.

My LWD can be 10th April 26. Hope this
is fine. Will place on system later.

Thank you.

Regards,

*Tarika
Mulla
8/1*

OK

Ajeer Jain
Received with last
working day at SMP
April 10, 2026 and
will be in service till
April 30, 2026.