



Zeal & Innovation in **M**edicine

Ref No.: ZLL/CS/BSE/NSE

Date: 02.02.2026

BSE Limited, Corporate Relationship Department P. J. Towers, Dalal Street, Mumbai- 400 001 Company Code- 541400	National Stock Exchange of India Limited Listing Compliance Department Exchange Plaza, Bandra-Kurla Complex, Bandra (E), Mumbai – 400 051 (Symbol - ZIMLAB)
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Dear Sir,

**Sub: Disclosure under Regulation 30 of SEBI (LODR) Regulations, 2015 –  
Appointment of Senior Management Personnel**

In compliance with Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we would like to inform that as recommended by the Nomination and Remuneration Committee, the Board of Directors via a circular resolution on 02<sup>nd</sup> February, 2026 have approved the following changes in the Senior Management of the Company:

1. Appointment of Mr. Vikrant Bendre as the President – International Business categorized as a Senior Management Personnel of the Company.
2. Categorization of Mr. Jitendra Pandey, Vice President – Human Resource as the Senior Management Personnel of the Company.
3. Categorization of Mr. Sridhar Reddy, Vice President – Quality Assurance as the Senior Management Personnel of the Company.

The time of occurrence of event is 08:24 p.m. on 02<sup>nd</sup> February 2026.

The brief details of the aforesaid appointment of Senior Management Personnel as prescribed under SEBI Listing Regulations read with SEBI circular SEBI/HO/CFD/CFDPoD1/ P/CIR/2023/123 dated 13<sup>th</sup> July, 2023 is attached as Annexure-A.

Kindly take the intimation on record.

Thanking you,

Yours faithfully,

For ZIM LABORATORIES LIMITED

(Piyush Nikhade)  
Company Secretary and Compliance Officer  
Membership No. A38972

**ZIM LABORATORIES LIMITED**

[www.zimlab.in](http://www.zimlab.in) | [info@zimlab.in](mailto:info@zimlab.in) | CIN : L99999MH1984PLC032172



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## Annexure A

Details under amended Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read along with SEBI Circular No. SEBI/HO/CFD/CFDPoD-1/P/CIR/2023/123 dated 13<sup>th</sup> July, 2023

Sr. No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Mr. Vikrant Bendre designated as President – International Business categorized as Senior Management Personnel of the Company.
2.	Date of appointment/ <del>re-appointment</del> / <del>cessation</del> and term of appointment	With effect from 02 <sup>nd</sup> February 2026
3.	Brief profile (in case of appointment)	<p>Mr. Vikrant Bendre has joined ZIM Laboratories Ltd. as President – International Business. He has over 26 years of experience across strategic and operational roles.</p> <p>Prior to joining ZIM Laboratories Limited, Mr. Bendre was associated with JB Chemicals and Pharmaceuticals Limited, where he was responsible for leading the Branded Generics business for Rest of the World markets, with full P&amp;L responsibility.</p> <p>He has led businesses across Southeast Asia, the Middle East &amp; Gulf region, Africa, and Latin America, with significant exposure to regulated markets such as the United States, Canada, Australia, Japan, China, Brazil and Mexico. He began his career with Panacea Biotec Limited and has held leadership positions at Jubilant Generics Limited and Ipca Laboratories Limited, where he was responsible for international business operation.</p>

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		Mr. Bendre holds an MBA in Marketing from MIT School of Management, Pune, and a Bachelor's degree in Science from the University of Pune.
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

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Maharashtra, India. Ph. + 91.7118.271370 | Fax : +091.7118.271470

Regd. Office : Sadoday Gyan (Ground Floor), Opp. NADT, Nelson Square,  
Nagpur – 440013. Maharashtra, India. Ph. +091.712.2981960



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<b>Sr. No.</b>	<b>Particulars</b>	<b>Details</b>
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Mr. Jitendra Pandey designated Vice President – Human Resource categorized as Senior Management Personnel of the Company.
2.	Date of appointment/ <del>re-appointment/cessation</del> and <del>term of appointment</del>	Mr. Jitendra Pandey currently serving as Vice President – Human Resource of the Company, has been categorized as Senior Management Personnel of the Company effective 02 <sup>nd</sup> February 2026
3.	Brief profile (in case of appointment)	Jitendra Pandey joined ZIM Laboratories Limited and is Vice President - Human Resources. He will be overseeing the Industrial Relations, Administration, and EHS functions of the organization. He has nearly two decades of diverse experience across multiple sectors and across various geographies. Prior to joining ZIM Laboratories Limited, he held leadership roles at renowned organizations including John Deere, Arvind Limited, and Alkem Laboratories. He holds an MBA in Human Resources from Nagpur University.
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

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Sr. No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Mr. Sridhar Reddy designated Vice President – Quality Assurance categorized as Senior Management Personnel of the Company.
2.	Date of appointment/ <del>re-appointment/cessation</del> and term of appointment	Mr. Sridhar Reddy currently serving as Vice President – Quality Assurance of the Company, has been categorized as Senior Management Personnel of the Company effective 02 <sup>nd</sup> February 2026
3.	Brief profile (in case of appointment)	<p>Sridhar Reddy R has joined ZIM Laboratories Limited as Vice President – Quality Assurance. He will be responsible for heading the Quality Management Systems of the Company. He is a postgraduate in Pharmacy with over 29 years of extensive experience across sterile and non-sterile pharmaceutical manufacturing facilities.</p> <p>Prior to joining ZIM Laboratories Limited has held senior roles at renowned organizations including Natco Pharma and Aurobindo Pharma.</p> <p>At ZIM Laboratories Limited, Sridhar Reddy R is responsible for overall site Quality functions, driving the implementation and governance of robust quality systems and procedures. He serves as the primary Quality representative for the site during regulatory inspections, customer audits, and visits by external consultants, ensuring sustained compliance and regulatory readiness.</p>

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		<p>He brings domain expertise on Quality Systems Management and Site Quality Leadership in diverse organizational environments and has successfully led and hosted numerous regulatory inspections and audits, including US FDA, UK MHRA, EU authorities, ANVISA (Brazil), as well as audits from near-regulatory and emerging markets, covering both sterile and non-sterile operations.</p> <p>He holds an M. Pharm. from BITS Pilani, India, and a B. Pharm. from Bangalore University.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

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