

January 3rd, 2024

To,

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

Scrip Code: 532755

National Stock Exchange of India Limited

Exchange Plaza, 5th floor,
Plot No. - C/1, G Block,
Bandra-Kurla Complex, Bandra (E)
Mumbai - 400 051

NSE Symbol: TECHM

Sub.: Disclosure under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir / Madam,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI Listing Regulations'), we wish to inform you that Mr. Richard Lobo has been appointed as Chief People Officer of the Company with effect from 3rd January, 2024 and is designated as Senior Management Personnel.

Further Mr. Harshvardhan Soin, Chief People Officer shall assume the role of President - Asia Pacific & Japan with effect from 3rd January, 2024 and shall continue to be designated as Senior Management Personnel.

The relevant details as prescribed under SEBI Listing Regulations read with SEBI circular SEBI/HO/CFD/CFD-PoD1/P/CIR/2023/123 dated July 13, 2023, is enclosed as Annexure A.

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

For Tech Mahindra Limited

Anil Khatri

Company Secretary

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/CFDPoD1/P/CIR/2023/123 dated July 13, 2023

Sr. No.	Particulars	Details
1	Name of Senior Management Personnel	Mr. Richard Lobo
2	Reason for Change	Appointment as Senior Management Personnel
3	Date of Appointment & term of appointment	3 rd January, 2024 Term of appointment: Full Time Employment
4	Brief Profile (in case of appointment)	As per Annexure - B
5	Disclosure of relationships between Directors	NA



Richard Lobo

Chief People Officer

Richard is the Chief People Officer of Tech Mahindra and a global management professional. He brings on board over two decades of diverse experience leading the transformation of the people function across organizations. As a seasoned HR leader, Richard specializes in strategically aligning talent within organizations to create a people advantage for businesses.

With his business and people together approach, Richard has enabled organizations to pivot to the new world of work, helping them navigate a complex talent environment. His deep focus on enhancing associate experiences and prioritizing diversity and inclusion has been pivotal in empowering organizations on their growth trajectory. Prior to joining Tech Mahindra, he was the Executive Vice President and HR Head for Infosys Ltd. He has served as a director on the Boards of Infosys Consulting and Infosys China. He started his career in 1996 with the Godrej group.

Richard is also a strategic advisor to the start-up ecosystem in India, advising businesses on their people strategies. His work with them spans organizational change and transformation, scaling people processes, sustainable growth and guiding the leadership in creating an unparalleled working environment based on human first principles.

He has been acknowledged for his contribution to the development of the people function and was also recently recognized by the *Economic Times* as the HR Leader of 2023. Richard is an active contributor working with industry bodies like CII and NASSCOM in furthering industry-government partnership around human resources centered initiatives. As a thought leader, he is active in sharing his perspective around topics concerning talent, culture, and upskilling where he highlights the importance of the people function in scaling business and accelerating company performance. He is passionate about nurturing young leaders of the future through mentoring, and in his spare time, teaches at leading management institutes.

Richard holds a bachelor's degree in engineering from the Manipal Institute of Technology and a management degree from Xavier Institute of Management, Bhubaneswar.