



SEC/SE/114/24-25

Chennai, February 24, 2025

BSE Limited,
Phiroze Jeejeebhoy Towers,
P J Towers, Dalal Street,
Mumbai – 400 001
Scrip Code: 533121

National Stock Exchange of India Limited,
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (East),
Mumbai - 400 051
Symbol: EXPLEOSOL

Sub: Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Appointment of Key Managerial Personnel and Senior Management Personnel.

Dear Sir/Madam,

Pursuant to Regulation 30 read with Para A of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, this is to inform that the Board of Directors at their meeting held on February 24, 2025 and based on the recommendation of the Nomination and Remuneration Committee, approved the appointment of the following employees as “Key Managerial Personnel and Senior Management Personnel”, with immediate effect, i.e. February 24, 2025, in accordance with Section 203 of the Companies Act, 2013, and other applicable provisions of the Companies Act, 2013, and the Rules made thereunder (including any statutory modification(s) or re-enactment thereof from time to time) and in accordance with Regulation 16(1)(d) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, respectively.

- 1. Mr. Saket Newaskar, Head of Transformation and Capabilities**
- 2. Ms. Hema Lakshminarayanan, Director – Sales Enablement**
- 3. Mr. Karthikeyan V Shanmuhaiah, Director - Sales**
- 4. Mr. Rizwan Shaikhmohammed, Director - Sales**
- 5. Mr. Sharookhussain CRawther, Director - Sales**

The details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024, are mentioned below as **Annexure 1 to 10**.

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar
Company Secretary and Compliance Officer
Membership No. FCS 3838

Encl: As above



Annexure-1

Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024.

Sl. No	Disclosure requirements	Details
1	Reason for Change viz appointment Re-appointment, Resignation, removal, death or otherwise	Appointment of Mr. Saket Newaskar, Head of Transformation and Capabilities, as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
2	Date of Appointment/ re-appointment / cessation (as applicable) & term of appointment/ re- appointment.	The Appointment of Mr. Saket Newaskar, Head of Transformation and Capabilities as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
3	Brief Profile (In case of Appointment)	Refer Annexure 2
4	Disclosure of relationship between directors (In case of Appointment)	Mr. Saket Newaskar is not related to any of the Directors of the Company.

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar

Company Secretary and Compliance Officer

Membership No. FCS 3838



Annexure 2

BRIEF PROFILE OF MR. SAKET NEWASKAR, HEAD OF TRANSFORMATION AND CAPABILITIES

Building New Age Services for Expleo to Accelerate Client Growth

- Built Digital Capabilities in Expleo from scratch starting with a team of scaling it to 500+ today
- Leading AI, Digital Transformation, Application Modernization, DevSecops, Data & Cyber @ Expleo.
- A Startup guy with a track record of taking initiatives from 0 to 1
- Founder of Triphobo.com – Venture funded Travel Tech Start-up with a team of 120
- Product builder with vast experience in Digital Transformation, Enterprise Mobility and Data Science
- Strategic thinker with ability to wear multiple hats and solve a problem holistically
Helped multiple startups in India Scale Technically, Scale Users and also raise large funding rounds well networked in the OEM ecosystem in the digital space which enables him to stitch interesting and innovative solutions



Annexure -3

Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024.

Sl. No	Disclosure requirements	Details
1	Reason for Change viz appointment Re-appointment, Resignation, removal, death or otherwise	Appointment of Ms. Hema Lakshminarayanan, Director – Sales Enablement, as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
2	Date of Appointment/ re-appointment / cessation (as applicable) & term of appointment/ re- appointment.	The Appointment of Ms. Hema Lakshminarayanan, Director – Sales Enablement as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
3	Brief Profile (In case of Appointment)	Refer Annexure 4
4	Disclosure of relationship between directors (In case of Appointment)	Ms. Hema Lakshminarayanan, Director – Sales Enablement is not related to any of the Directors of the Company.

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar

Company Secretary and Compliance Officer

Membership No. FCS 3838



Annexure 4

BRIEF PROFILE OF MS. HEMA LAKSHMINARAYANAN, DIRECTOR – SALES ENABLEMENT

Ms. Hema Lakshmi Narayanan is the Director of Sales Enablement at Expleo Solutions Limited.

A Senior management professional with more than thirty years of experience across Domains and technology landscape and comes across as a dynamic and passionate leader.

With the proven track record of managing large teams delivering multiple complex programs across markets and Domains including Insurance and Banking and Financial Services, she specializes in ensuring Customer focus in all the work we deliver.

Her current role involves in ensuring we build cutting edge solutions to our customers which is innovative and cost effective.



Annexure-5

Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024.

Sl. No	Disclosure requirements	Details
1	Reason for Change viz appointment Re-appointment, Resignation, removal, death or otherwise	Appointment of Mr. Karthikeyan V Shanmuhaiiah, Director - Sales, as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
2	Date of Appointment/ re-appointment / cessation (as applicable) & term of appointment/ re- appointment.	The Appointment of Mr. Karthikeyan V Shanmuhaiiah, Director - Sales as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
3	Brief Profile (In case of Appointment)	Refer Annexure 6
4	Disclosure of relationship between directors (In case of Appointment)	Mr. Karthikeyan V Shanmuhaiiah, Director - Sales is not related to any of the Directors of the Company.

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar

Company Secretary and Compliance Officer

Membership No. FCS 3838



Annexure 6

BRIEF PROFILE OF MR. KARTHIKEYAN V SHANMUHAIAH, DIRECTOR - SALES

Mr. Karthikeyan V Shanmuhaiah accomplished Business Strategist and Growth Architect with over 24 years of experience leading global IT and software services operations. Currently leading Asia Business at Expleo.

Proven track record of scaling businesses and delivering significant growth across diverse industries, including Banking, Financial Services, Insurance, Manufacturing, Life Sciences, and Retail. Leveraging a team of 950+ skilled professionals, I've consistently delivered large-scale digital transformation projects, secured 12-15 new clients annually and maintained operational excellence while driving profitability.

Demonstrated expertise in P&L management, account management, business development, talent management, and strategic partnerships. Fostered a culture of high-performance, innovation, and collaboration to deliver exceptional results.

Committed to talent development and building high-performing teams. Actively involved in industry forums like NASSCOM, CII, etc., shaping discussions on technology, business strategy, and talent in the digital age.



Annexure-7

Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024.

Sl. No	Disclosure requirements	Details
1	Reason for Change viz appointment Re-appointment, Resignation, removal, death or otherwise	Appointment of Mr. Rizwan Shaikhmohammed, Director - Sales, as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
2	Date of Appointment/ re-appointment / cessation (as applicable) & term of appointment/ re- appointment.	The Appointment of Mr. Rizwan Shaikhmohammed, Director - Sales as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
3	Brief Profile (In case of Appointment)	Refer Annexure 8
4	Disclosure of relationship between directors (In case of Appointment)	Mr. Rizwan Shaikhmohammed, Director - Sales is not related to any of the Directors of the Company.

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar

Company Secretary and Compliance Officer

Membership No. FCS 3838



Annexure 8

BRIEF PROFILE OF MR. RIZWAN SHAIKHOHAMMED, DIRECTOR – SALES

Mr. Rizwan Shaikh is the Senior Director of Sales at Expleo Solutions Inc. Having about three decades of experience in sales, operations and marketing, he brings in extensive expertise in streamlining operations, business development, strategic sales and client relationship management.

With a proven track record of driving business / revenue growth and expanding market presence, he specializes in delivering innovative & cutting edge solutions to help organizations successfully reach their transformation goals. Passionate about fostering strong partnerships, Rizwan excels in leading high-performing sales teams and navigating complex enterprise sales environments.

Drawing from success stories across ASIA, as a strategic leader he is now focused on enhancing growth and market presence in America.



Annexure-9

Details required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, and SEBI Circular No. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024.

Sl. No	Disclosure requirements	Details
1	Reason for Change viz appointment Re-appointment, Resignation, removal, death or otherwise	Appointment of Mr. Sharookhussain CRawther, Director - Sales, as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
2	Date of Appointment/ re-appointment / cessation (as applicable) & term of appointment/ re- appointment.	The Appointment of Mr. Sharookhussain CRawther, Director - Sales as Key Managerial Personnel and Senior Management Personnel with immediate effect, i.e. February 24, 2025.
3	Brief Profile (In case of Appointment)	Refer Annexure 10
4	Disclosure of relationship between directors (In case of Appointment)	Mr. Sharookhussain CRawther, Director – Sales is not related to any of the Directors of the Company.

Thanking you,

Yours faithfully,

For Expleo Solutions Limited

S. Sampath Kumar

Company Secretary and Compliance Officer

Membership No. FCS 3838



BRIEF PROFILE OF MR. SHAROOKHUSSAIN CRAWTHER, DIRECTOR - SALES

Mr. Sharookhussain CRawther is a Sales Professional with 29 years plus Experience in IT solution sales. In previous assignments managed India, Africa and GCC business as head of sales.

Work Experience

Cherrytec (India) managed Kuwait business

Odyssey Technologies (India) managed India business based in Mumbai as head of Sales

Financial Technologies (India) Managed India Business based in Mumbai

Copy Cat Ltd (Kenya) Managed East African Business as head of Software Solutions

Mannai Corp (Qatar) Managed BFS business of Qatar and Oman.

Profile Software (Dubai) Managed BFS business GCC and Africa

iSON Technologies (Dubai) managed BFS business GCC and Africa (East & West Africa)

Working with Expleo Solutions since 2015.