



SEC/SE/013/24-25

Chennai, May 23, 2024

**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 of re-appointment of Mr. Balaji Viswanathan (DIN : 06771242) as Managing Director & Chief Executive Officer (Key Managerial Personnel) of the Company.**

**Ref: Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

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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 of the Company, at its meeting held on May 23, 2024 approved the re-appointment of Mr. Balaji Viswanathan (DIN – 06771242) as Managing Director & Chief Executive Officer (Key Managerial Personnel) of the Company for a period of 5 (Five) years, with effect from September 1, 2024 to August 31, 2029, subject to the approval of the Shareholders in the ensuing Annual General Meeting of the Company.

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 are mentioned below as **Annexure-1**.

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.**

Sl. No	Disclosure requirements	Details
1	Reason for Change viz Re-appointment, <del>Resignation,</del> removal, death or otherwise	<p>The tenure of Mr. Balaji Viswanathan (DIN – 06771242) as Managing Director &amp; Chief Executive Officer (Key Managerial Personnel) of the Company will come to an end on August 31, 2024.</p> <p>Therefore, to comply with the provisions of the Companies Act, 2013 &amp; SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has re-appointed Mr. Balaji Viswanathan (DIN – 06771242) as Managing Director &amp; Chief Executive Officer (Key Managerial Personnel) of the Company for a period of 5 (Five) years, with effect from September 1, 2024 to August 31, 2029, subject to the approval of the Shareholders in the ensuing Annual General Meeting of the Company.</p>
2	Date of Appointment/ re-appointment / <del>cessation</del> (as applicable) & term of appointment/ re-appointment.	The re-appointment of Mr. Balaji Viswanathan (DIN – 06771242) as Managing Director & Chief Executive Officer (Key Managerial Personnel) of the Company for a period of 5 (Five) years, with effect from September 1, 2024 to August 31, 2029, subject to the approval of the Shareholders in the ensuing Annual General Meeting of the Company.
3	Brief Profile (In case of Appointment)	The brief profile of Mr. Balaji Viswanathan as Managing Director & Chief Executive Officer (Key Managerial Personnel) is attached below as <b>Annexure-2</b>
4	Disclosure of relationship between directors (In case of Appointment)	Mr. Balaji Viswanathan 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. BALAJI VISWANATHAN MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER (KEY MANAGERIAL PERSONNEL) OF THE COMPANY

Mr. Balaji Viswanathan is the Managing Director & CEO of Expleo Solutions Limited.

Mr. Balaji Viswanathan (DIN 06771242) joined the Board of Directors of the Company on September 1, 2018. He was re-appointed as Managing Director & Chief Executive Officer (Key Managerial Personnel) for a period of 3 years in 2021 and is due for reappointment.

As Managing Director & CEO, he is in-charge of the entire operations of the Company and has established Company's footprint in South-East Asia and Middle East by expanding its horizon.

- He is responsible for achieving nearly three-fold increase in Expleo's Direct Market / Sales growth from ~EUR 22 Million in 2018 to ~EUR 62 Million in 2023 with profitability (of standalone ESL) improving to 20%+ (EBITDA).
- The Group business to Expleo India also continued to grow from ~19mn to ~38mn EUR during this period.
- He was also involved in re-branding Expleo Solutions (from SQS BFSI) in 2019.
- During his tenure the Great Place to work score continuously increased from 56% in 2018 to 80% in 2024.
- The Business evolved from primarily QA to a diversified Digital Solutions provider beyond testing which was instrumental to drive growth.
- He was responsible for achieving consolidation of operations of Expleo Group companies in India by merging them with the Company in the year 2022-23.
- We established new Delivery Center in Coimbatore and in expanding office spaces in Bangalore and Chennai.

Prior to Expleo, Balaji had Experiences in Consumer & Market Research, Branch Banking, Sales, Product Management, Operations, Information Technology and Overall P&L Ownership.

In a career spanning over 3 decades, Balaji has been with the Banking and Payment Card Industry for over 16 years and with Technology and Process Outsourcing for the last 14+ years.

Played a pivotal role for 12+ years with two start-up Banks (HDFC Bank and YES Bank) during the initial days and three years with a Global Payment Franchise (MasterCard) supporting their Operations and Technology for the South Asia market. In the Tech and Process outsourcing Industry, associated with IBM Daksh (later acquired by Concentrix) for nine (9) years across Solutions, Pre-Sales, Global Delivery for the BFSI sector.

Held Global and Regional Leadership positions responsible for setting up Systems and Processes for Retail Banking, Commercial Banking, Cards, Risk Management, Customer Relationship Management, Technology and Process outsourcing.

In a nutshell, a technology enthusiast and keen to understand the business application of technology.



Recent accolades:

- Certified in Automation using open source, Data Science and Big Data, Artificial Intelligence and Blockchain.
- Recognized twice (2021 & 2022) as Asia's Most Promising Business Leader by Economic Times.
- Inducted into the Economic Times India Leadership Council.
- Member of the WILL (women in leadership forum) Executive Advisory Board - 2023-2025 - assuming the responsibility of supporting the forum's agendas to advance women to leadership ranks.
- An active member and advisor of the NASSCOM Regional Council, Confederation of Indian Industry (CII) and IMA India