

September 26, 2025

To,

<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1, G Block, Bandra – Kurla Complex, Bandra (E), Mumbai -400 051  <b>Symbol: SJS</b>	<b>BSE Limited</b> Corporate Relationship Department, 2 <sup>nd</sup> Floor, New Trading Wing, Rotunda Building, P.J. Towers, Dalal Street, Mumbai – 400 001  <b>Scrip Code: 543387</b>
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**ISIN: INE284S01014**

Dear Sir/Madam,

**Subject: Change in Management**

***[Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Part A of Schedule III to the Regulations]***

This is to inform you that, the Board of Directors of S.J.S. Enterprises Limited ('the Company') on September 25, 2025, has *inter alia* considered and approved the following:

**1.Appointment of Mr. Ranjit Raghunath Nambiar as Group Chief Operating Officer (the “Group COO”) of the Company:**

In compliance with Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), this is to inform you that, based on the recommendation of the Nomination and Remuneration Committee, the Board of Directors has on 25<sup>th</sup> September, 2025, approved the appointment of Mr. Ranjit Raghunath Nambiar as the Group Chief Operating Officer (GCOO). Mr. Nambiar shall also be designated as one of the Senior Management Personnel of the Company

The details required under SEBI (Listing Obligations and Disclosure Requirements Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated 13th July, 2023 are enclosed as an Annexure to this letter.

## Annexure

Sl. No.	Particulars	Details
1.	Reason for change viz. appointment, <del>resignation,</del> <del>removal,</del> <del>death or otherwise</del>	The Board of Directors on recommendation of the Nomination and Remuneration Committee, approved the appointment of Mr. Ranjit Raghunath Nambiar, as a Group COO and shall also be designated as one of the Senior Management Personnel of the Company
2.	Date of appointment/ <del>re-appointment/cessation (as applicable)</del> & term of appointment/ <del>re-appointment;</del>	The Board approved the appointment on 25 <sup>th</sup> September, 2025 and Mr. Nambiar shall hold office with effect from 29 <sup>th</sup> September, 2025 as a permanent employee of the Company
3.	Brief profile (in case of appointment)	<p>Mr. Ranjit Raghunath Nambiar is a seasoned corporate leader and transformation specialist with over 30 years of diversified experience across chemicals, polymers/plastics, consumer appliances, automotive interior &amp; exterior systems, and EV component solutions. He has a proven record of building businesses from inception, leading large-scale operations, forging technical collaborations and successful startups businesses, launching new products, executing turnarounds, and driving sustained growth and value creation.</p> <p>He has held senior leadership roles including CEO – Interiors &amp; Plastics Division at Spark Minda, Business Unit Head – EV Component Solutions at Tata AutoComp, and Director – India Operations at International Automotive Components (IAC Group – North America), where he built IAC India from inception into an ₹800+ crore market leader in interior and exterior systems. His leadership journey spans the establishment of 12+ greenfield and brownfield facilities, spearheading M&amp;A initiatives, pioneering first-to-India technologies such as CSL interior systems finish , integrated cockpit modules with ILVS for JIS / JIT , Laser scored Airbag integration modules , HACS Door integration process , Wet process headliners and EV Components startups Etc., and driving digital and operational transformations. Notably, under his leadership, IAC India earned the prestigious MSES 'A' Rank Business Excellence Award, a first among Mahindra &amp; Mahindra's global supplier base.</p> <p>Mr. Nambiar holds a Post Graduate Diploma in Plastics Technology from Central Institute of Plastics Engineering and Technology , Mysore with an All India Rank &amp; Distinction and a Bachelor's Degree in Science (Core Elective : Chemistry) from Calicut University. He has completed the Transformational Leadership Program at IIM Ahmedabad and gained extensive training in Japanese Manufacturing</p>

Sl. No.	Particulars	Details
		<p>Excellence and Innovation methodologies under industry best practice expert Hiratsuka Tadashi.</p> <p>With global exposure across the US, Europe, UK, Sweden, China, Thailand, and Africa, he is widely recognized as a strategic, execution-focused leader who blends innovation with operational excellence to deliver sustainable and profitable growth.</p> <p>He now assumes the role of Group Chief Operating Officer (COO), bringing his deep expertise in automotive systems, large-scale operations management, and strategic leadership to strengthen the Group's next phase of growth.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	Mr. Ranjit Raghunath Nambiar is not related to any Director or Key Managerial Personnel of the Company.

This intimation will also be made available on the website of the Company at [\(https://www.sjsindia.com/\)](https://www.sjsindia.com/)

Request you to kindly take the above on record.

Thank you,

Yours faithfully,

For **S.J.S. Enterprises Limited**

**Thabraz Hushain W.**

**Company Secretary & Compliance Officer**

**Membership No.: A51119**

***Encl: As mentioned above***