



April 24, 2025

To,

**National Stock Exchange of India Limited**

"Exchange Plaza"

Bandra-Kurla Complex, Bandra (East)

Mumbai – 400051s

Scrip Symbol: IRMENERGY

**BSE Limited**

Phiroze Jeejeebhoy Towers

Dalal Street

Mumbai - 400001

Scrip Code: 544004

**Sub: Intimation under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Changes in Senior Management Personnel (SMP)**

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Dear Sir/Madam,

Pursuant to the provisions of Regulation 30 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”), we wish to inform you that based on the recommendation of the Nomination and Remuneration Committee, the Board of Directors of the Company by way of circular resolutions passed on April 24, 2025 has approved the following changes in Senior Management Personnel (SMP) of the Company: -

1. Appointment of Mr. Abhinand Pandya as Chief Strategy Officer (CSO), Senior Management Personnel (SMP) of the Company with effect from May 01, 2025.
2. Appointment of Mr. Shreyas Dave as Deputy General Manager – HRD & Employee Services, Senior Management Personnel (SMP) of the Company with effect from April 30, 2025.
3. Categorisation of the following officials of the Company as Senior Management Personnel (SMP) of the Company with effect from April 24, 2025: -

Name	Designation
Mr. Jagdish Chaudhary	Senior Manager, Health, Safety and Environment (HSE) & Assets Integrity (AI)
Mr. Hardiksinh Dodiya	GA Head (DGS)

The details required under the SEBI Listing Regulations and SEBI Master Circular bearing No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 is attached herewith as **Annexure – A**.

Request to kindly take the above information on record.

Thanking you,

Yours sincerely,

**For, IRM Energy Limited**

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**Akshit Soni**  
**Company Secretary &**  
**Compliance Office**

**IRM ENERGY LIMITED**

Registered Office : 4<sup>th</sup> Floor, 8<sup>th</sup> Block, Magnet Corporate Park, Near Sola Bridge, S.G. Highway, Thaltej, Ahmedabad, Gujarat-380054, India

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**ANNEXURE - A**

**The details required in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Master Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are as under**

Sr. No.	Particulars	Details	
1.	Name of SMP	Mr. Abhinand Pandya	Mr. Shreyas Dave
2.	Reason for change viz., appointment, <del>resignation,</del> <del>removal,</del> <del>death</del> or otherwise	Mr. Abhinand Pandya is appointed as Chief Strategy Officer (CSO), Senior Management Personnel (SMP) of the Company	Mr. Shreyas Dave is appointed as Deputy General Manager – HRD & Employee Services, Senior Management Personnel (SMP) of the Company
3.	Date of appointment / <del>cessation</del> (as applicable) & term of appointment	Date of Appointment: May 01, 2025  Term: Full-time employment	Date of Appointment: April 30, 2025  Term: Full-time employment
4.	Brief profile (in case of appointment)	<p>Abhinand Pandya is a seasoned strategy leader with 24+ years of cross-industry experience spanning banking, pharmaceuticals, chemicals, education, ESG, and platform tech. As Chief Strategy Officer, he blends strategic foresight with operational excellence to drive innovation, growth, and global expansion.</p> <p>A post-graduate from MIT Sloan and a certified member of RICS. Abhinand has led high-impact roles—from steering Cadila Pharmaceuticals’ international diversification to co-founding India’s first B2C beauty-tech aggregator, Goodlii.com.</p> <p>With a global footprint across India, Japan, Russia, the USA, and Germany, Abhinand specializes in market expansion, business transformation, and sustainable innovation. His leadership is characterized by</p>	<p>Mr. Shreyas Dave is a seasoned and result oriented Human Resources &amp; Administration professional with 27 years of progressive experience in managing HR &amp; Administration function in diverse sectors such as Oil &amp; Gas and Civil Construction, Financial Services, Automobiles, Media &amp; FMCG.</p> <p>His career includes 15 years tenure in a leadership role as HR Operations Manager with Al Tasnim Enterprises LLC, a leading Oil &amp; Gas contracting company of Sultanate of Oman. His main responsibilities were to aligned HR strategies with business objectives and also to oversee HR policy development and implementation, talent acquisition, workforce planning, training &amp; development, performance management, employee life cycle management, succession planning and managing</p>

		<p>a bold vision, agile execution, and a profound understanding of emerging market trends.</p>	<p>General Administration function.</p> <p>Prior to this, he held key leadership position (Head – HR) at corporate office with GRUH Finance Limited (a 100 % subsidiary of HDFC Limited) and Landmark Group and regional HR position with Business Standard Limited.</p> <p>He holds a Post Graduate Diploma in Personnel Management and Industrial Relations from Mumbai University and a Bachelor's Degree in Electronics.</p>
5.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable	Not Applicable

**The details required in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Master Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are as under**

Sr. No.	Particulars	Details	
1.	Name of SMP	Mr. Jagdish Chaudhary	Mr. Hardiksinh Dodiya
2.	Reason for change viz., appointment, <del>resignation</del> , <del>removal</del> , <del>death</del> or otherwise	Due to change in the internal role, designation and Responsibility.	Due to change in the internal role, designation and Responsibility.
3.	Date of appointment / <del>cessation</del> (as applicable) & term of appointment	Categorized as Senior Management Personnel (SMP) of the Company with effect from April 24, 2025.  Term: Existing full-time employment.	Categorized as Senior Management Personnel (SMP) of the Company with effect from April 24, 2025.  Term: Existing full-time employment.
4.	Brief profile (in case of appointment)	<p>Mr. Jagdish Chaudhary has been associated with IRM Energy Limited since November 10, 2022. Currently, he is serving as the Senior Manager and Head of the HSE &amp; AI department. With over 12 years of dedicated experience, primarily within the energy and city gas distribution sectors, Mr. Jagdish Chaudhary brings extensive expertise in managing and leading safety operations and ensuring the integrity of critical infrastructure. He holds a Bachelor of Science in Fire &amp; Safety from Gujarat University and an Advanced Diploma in Industrial Safety from the Maharashtra State Board of Technical Education (MSBTE).</p> <p>His core competencies include the strategic development and implementation of comprehensive HSE policies and procedures, developing, implementing, and managing the company's Integrity</p>	<p>Mr. Hardiksinh Dodiya a seasoned professional with over 13 years of experience in the oil and gas industry, specializing in business development, marketing, and project management. He holds a Bachelor's degree in Electrical Engineering from Gujarat Technological University, which laid the technical foundation of his career.</p> <p>He has been associated with IRM Energy Limited since April 2019. In his current role, he is responsible for customer acquisition, network expansion, infrastructure development, and the execution of projects within defined timelines. He contributes to strategic initiatives and drive growth across all operations within Geographical Area (GA).</p> <p>Throughout his career, he has demonstrated strong</p>

		<p>Management System (IMS), overseeing related asset integrity programs, conducting thorough risk assessments and safety audits, leading emergency preparedness and response initiatives, and managing incident investigations to drive continuous improvement. He has a proven ability to ensure strict regulatory compliance, maintain asset reliability through effective integrity management, and enhance organizational safety culture through targeted training programs.</p>	<p>leadership, customer management, and project execution capabilities. His ability to build long-term relationships, identify market opportunities, and deliver complex projects has consistently added value to the organizations.</p>
5.	<p>Disclosure of relationships between directors (in case of appointment of a director)</p>	<p>Not Applicable</p>	<p>Not Applicable</p>