

December 14, 2023

Asst. Vice President, Listing Deptt.,
National Stock Exchange of India Ltd.
Exchange Plaza, Plot C-1, Block G,
Bandra Kurla Complex,
Bandra (E),
MUMBAI - 400 051
Scrip Code: HEROMOTOCO

The Secretary,
BSE Limited
25th Floor,
Phiroze Jeejeebhoy Towers,
Dalal Street,
MUMBAI - 400 001
Scrip Code: 500182

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

Re.: Change in senior management personnel

Dear Sir(s),

Pursuant to Regulation 30 read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, please find enclosed herewith a disclosure document with respect to a change in senior management personnel of the Company. A press release being issued by the Company in this regard is also enclosed.

Kindly take the aforesaid information on your records.

Thanking you,

For Hero MotoCorp Limited

Dhiraj Kapoor
Company Secretary & Compliance Officer

Encl.: As above

Hero MotoCorp Ltd.

Regd. Office: The Grand Plaza, Plot No. 2, Nelson Mandela Road,
Vasant Kunj - Phase - II, New Delhi - 110070, India
Tel. +91-11-46044220, Fax +91-11-46044399
Email: corporate.communication@heromotocorp.com
www.heromotocorp.com CIN: L35911DL1984PLC017354 PAN: AAACH0812J



1	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	<p>Appointment of Ms. Rachna Kumar as the Chief Human Resources Officer (CHRO).</p> <p>Mr. Mike Clarke, currently COO & CHRO, has expressed his desire to pursue opportunities outside of the Company. He will continue to be with Hero MotoCorp till the end of October 2024. A copy of his resignation letter is attached.</p>
2	Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/ re-appointment	Effective January 2, 2024.
3	Brief profile (in case of appointment)	<p>Rachna, a seasoned HR leader across diverse industries, including consumer goods, food & beverages, oil & gas and retail, joins Hero MotoCorp from Whirlpool Asia where she held the position of CHRO.</p> <p>Her extensive background includes roles at Tata Trent, Hindustan Coca-Cola Beverages Pvt Ltd, Castrol Lubricants, and Philips. In addition to the core HR roles, her experience has spanned specific themes such as building agile and optimal organization structures, driving talent strategy, performance management, learning & development, and enabling progressive industrial and employee relations.</p>
4	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable

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New Delhi, December 14, 2023

HERO MOTOCORP FURTHER STRENGTHENS LEADERSHIP TEAM

APPOINTS VIVEK ANAND AS CHIEF FINANCIAL OFFICER & RACHNA KUMAR AS CHIEF HUMAN RESOURCES OFFICER

Hero MotoCorp, the world's largest manufacturer of motorcycles and scooters, today further strengthened its leadership team with the appointment of two senior executives with diverse global experience across sectors.

The Company has appointed Vivek Anand as Chief Financial Officer (CFO) and Rachna Kumar as the Chief Human Resources Officer (CHRO). Vivek and Rachna will report to Niranjana Gupta, CEO, Hero MotoCorp.

Vivek, a Chartered Accountant by profession with almost three decades of diverse industry experience across FMCG, Telecom, Consumer Healthcare and Real Estate, held the position of CFO at DLF Limited since the past four years.

Having vast global experience with strong acumen in Finance, Treasury, M&A, Corporate Planning, Investor Relations, Tax Planning, Risk Management and Information Technology, Vivek has earlier worked with Telenor, GSK and FMCG major Unilever in India, Singapore and Bangladesh. Vivek's appointment will come into effect from March 1st, 2024.

Rachna, a seasoned HR leader across diverse industries, including consumer goods, food & beverages, oil & gas and retail, joins Hero MotoCorp from Whirlpool Asia where she held the position of CHRO.

Her extensive background includes roles at Tata Trent, Hindustan Coca-Cola Beverages Pvt Ltd, Castrol Lubricants, and Philips. In addition to the core HR roles, her experience has spanned specific themes such as building agile and optimal organization structures, driving talent strategy, performance management, learning & development, and enabling progressive industrial and employee relations.

Rachna will join Hero MotoCorp on January 2nd, 2024,

Press Release

Mike Clarke, currently COO & CHRO at Hero MotoCorp, has expressed his desire to pursue opportunities outside of the Company. He will continue to be with Hero MotoCorp until the end of October 2024.

Since joining Hero in January 2021, Mike has played a pivotal role in leadership transition and development, significantly contributing to the Diversity and Inclusion agenda, resulting in a doubling of the company's gender diversity numbers over the past three years.

Mike has also been instrumental in playing a key role in supply chain initiatives, delivering value through manufacturing operations with continued focus on quality.

Niranjan Gupta, CEO, Hero MotoCorp, said "I am delighted to welcome Vivek and Rachna to the Hero Family. As integral members of the Leadership Team, Vivek and Rachna will play pivotal roles in advancing the company's agenda drawing upon their extensive global experience across diverse sectors. I extend my sincere appreciation to Mike for his substantial contributions over the last three years and wish him the very best in all his future endeavors."

For more information on Hero MotoCorp:



Press Contact:

corporate.communication@heromotocorp.com

907A Magnolias
Golf Course Road
Gurgaon
122009

Subject: Resignation Notice

Niranjan,

I'm writing to give you formal notice of my resignation from the position of Chief Operating Officer and CHRO.

I will clearly intend to work my contractual 12 months' notice period and continue deliver on the key challenges/priorities we outlined.

My intent to resign is for personal reasons and made prior to your appointment as CEO.

I will truly miss working with you as I believe you will make such a difference as CEO.

I'm incredibly grateful for the opportunity forwarded to me by Dr. Pawan Munjal and feel privileged for being involved with Hero MotoCorp since my early involvement from October 2020 and appointment in January 2021.

It's been a wonderful experience to work for such a great company and play a small part in the journey to be the future of mobility.

Thank you for all your guidance. I wish you all the best as CEO and the same to all the true heroes at Hero MotoCorp.

Please let me know how you would prefer to handle any communications.

Sincerely,



Mike Clarke

Date : 13th December 2023