

December 15, 2025

The Manager, Listing Department
The National Stock Exchange of India Ltd.
Exchange Plaza, Bandra Kurla Complex,
Bandra (E), Mumbai - 400 051
NSE Symbol: PANACEABIO

BSE Limited
Corporate Relationship Department,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001
BSE Scrip Code: 531349

Sub: Intimation regarding change in Key Managerial Personnel (KMP) of the Company

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

Dear Sir/Madam,

This is in continuation to our earlier letter dated November 26, 2025, intimating about the resignation of Mr. Devender Gupta from the position of Chief Financial Officer under the category of Key Managerial Personnel (“KMP”) and Senior Management Personnel (“SMP”) with effect from December 15, 2025.

Pursuant to Regulation 30 read with Part A of Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”), we would like to inform you that the Board of Directors in its meeting held today i.e. December 15, 2025, inter-alia, considered and approved the following:

1. Appointment of Chief Financial Officer: Mr. Vinod Goel (who is currently acting as Group CFO and Head Legal & Company Secretary as well as Compliance Officer of the Company) has been appointed as Chief Financial Officer under the category of KMP and SMP, designated as Group Chief Financial Officer and Head Legal & Corporate Governance of the Company, with effect from December 16, 2025, based on the recommendation and approval of the Nomination & Remuneration Committee and Audit Committee.

Consequent to change in his role, he shall cease to be the Company Secretary and Compliance Officer of the Company with effect from December 15, 2025.

2. Appointment of Company Secretary and Compliance Officer: Mr. Ankit Jain (who is currently acting as Assistant General Manager - Legal of the Company’s wholly owned subsidiary, Panacea Biotec Pharma Ltd.) as Company Secretary and Compliance Officer designated as General Manager - Legal & Company Secretary of the Company under the category of KMP and SMP, with effect from December 16, 2025, based on the recommendation and approval of the Nomination & Remuneration Committee.

The details as required under Regulation 30 read with Part A of Schedule III of the SEBI LODR Regulations read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, are enclosed herewith as **Annexure – A** and **Annexure – B**, respectively.

Panacea Biotec Limited (CIN: L33117PB1984PLC022350)

Regd. Office : Ambala Chandigarh Highway, Lalru – 140501, Punjab

Correspondence/Corporate office : B-1 Extn../A-27, Mohan Co-op. Indl. Estate, Mathura Road, New Delhi - 110 044, India

Ph.: 91-11-4167 9000, 4167 8000, Fax: 91-11-4167 9070 Email: companysec@panaceabiotec.com

3. Revised Policy for determining Materiality of Events / Information and authorised following Key Managerial Personnels for the purpose of determining materiality of an event or information & making disclosures to the stock exchange(s) under the SEBI LODR Regulation, w.e.f. December 16, 2025:

S. No.	Name	Designation	Contact Details
1.	Dr. Rajesh Jain	Chairman and Managing Director	+91-11-41679000 companysec@panaceabiotec.com
2.	Mr. Sandeep Jain	Joint Managing Director	
3.	Mr. Ankesh Jain	Whole-time Director	
4.	Mr. Harshet Jain	Whole-time Director	
5.	Dr. Sanjay Trehan	Whole-time Director	
6.	Mr. Vinod Goel	Group CFO and Head Legal & Corporate Governance	
7.	Mr. Ankit Jain	General Manager – Legal & Company Secretary	

The meeting of Board of Directors commenced at 03:00 P.M. and concluded at 03:36 P.M.

This is for your information and records please.

Thanking you

Sincerely yours,

for **Panacea Biotec Limited**

Vinod Goel

**Group CFO and Head Legal
& Company Secretary**

Encls: As above

Annexure – A

Details required under Regulation 30 of the SEBI LODR Regulations read with SEBI Master Circular No. SEBI/HO/CFD/CFD/PoD2/CIR/P/0155 dated November 11, 2024

a) Appointment of Chief Financial Officer

#	Disclosure Requirement	Details
1.	Name of Key Managerial Personnel (Chief Financial Officer)	Mr. Vinod Goel
2.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	On account of cessation of Mr. Devender Gupta, existing CFO, w.e.f. December 15, 2025, Mr. Vinod Goel has been appointed as Chief Financial Officer under the category of Key Managerial Personnel and Senior Management Personnel, designated as Group Chief Financial Officer and Head Legal & Corporate Governance of the Company, w.e.f. December 16, 2025, based on the recommendation and approval of the Nomination & Remuneration Committee and Audit Committee.
3.	Date of appointment/ reappointment/ cessation (as applicable) & term of appointment	w.e.f. December 16, 2025
4.	Brief profile (in case of appointment)	Mr. Vinod Goel aged about 60 years is a fellow member of the Institute of Company Secretaries of India. He is also the associate member of the Institute of Cost Accountants of India. He is also holding B.Com. (Hons.), M.Com. and LL.B. degrees. He has over 35 years of post-qualification experience in the areas of corporate governance, contracts negotiation, litigation management, costing, finance, internal audit, funds raising, investors relations, mergers & acquisitions, corporate restructuring, etc. He has been associated with Panacea Biotec Limited since 1999 and held various senior level positions and currently serves as Group CFO and Head Legal & Company Secretary of Panacea Biotec Limited.
5.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

b) Cessation of Company Secretary and Compliance Officer

#	Disclosure Requirement	Details
1.	Name of Key Managerial Personnel (Company Secretary and Compliance Officer)	Mr. Vinod Goel
2.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Mr. Vinod Goel shall cease to be Company Secretary and Compliance Officer of the Company w.e.f. December 15, 2025, consequent to his appointment as Chief Financial Officer designated as Group Chief Financial Officer and Head Legal & Corporate Governance of the Company w.e.f. December 16, 2025.
3.	Date of appointment/ reappointment/ cessation (as applicable) & term of appointment	December 15, 2025
4.	Brief profile (in case of appointment)	Not Applicable
5.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

Annexure – B

Details required under Regulation 30 of the SEBI LODR Regulations read with SEBI Master Circular No. SEBI/HO/CFD/CFD/PoD2/CIR/P/0155 dated November 11, 2024

Appointment of Company Secretary and Compliance Officer

S. N.	Disclosure Requirement	Details
1.	Name of Key Managerial Personnel (Company Secretary and Compliance Officer)	Mr. Ankit Jain
2.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Mr. Ankit Jain has been appointed as Company Secretary and Compliance Officer designated as General Manager – Legal & Company Secretary under the category of Key Managerial Personnel and Senior Management Personnel of the Company, on account of cessation of Mr. Vinod Goel, existing Company Secretary and Compliance Officer of the Company w.e.f. December 15, 2025.
3.	Date of appointment/ reappointment/ cessation (as applicable) & term of appointment	w.e.f. December 16, 2025
4.	Brief profile (in case of appointment)	Mr. Ankit Jain aged about 38 years is an associate member of the Institute of Company Secretaries of India (A29499). He also holds B.Com. and LL.B. degrees and Diploma in taxation laws and IPR. He has around 15 years of experience in corporate governance, regulatory compliance, litigation management, contract management, merger & acquisition and strategic planning. He is currently working as Assistant General Manager – Legal of the Company's wholly owned subsidiary viz. Panacea Biotech Pharma Limited since March 2024 and is actively engaged in secretarial and legal function.
5.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable