November 23, 2026

BSE Limited	National Stock Exchange of India Limited	Luxembourg Stock Exchange
Scrip Code: 500440	**Scrip Code:** HINDALCO	**Scrip Code:** US4330641022

Sub : Re-appointment of Mr. Satish Pai as Managing Director & Key Managerial Personnel and appointment of Mr. Hemant Sikka as Deputy Managing Director and Key Managerial Personnel of Hindalco Industries Limited *["Company"]*

Ref : a. Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and
b. SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 *["SEBI Circular"]* and
c. ISIN: INE038A01020.

Pursuant to the above referred, please be informed that the Board of Directors, at its meeting held today, based on the recommendation of the Nomination and Remuneration Committee, has approved the following:

Sr. No.	Appointment/re-appointment	Name	Category	Term/effective date of appointment
1.	Re-appointment	Mr. Satish Pai *[DIN: 06646758]*	Managing Director and Key Managerial Personnel	From January 1, 2028 to December 31, 2028
2.	Appointment	Mr. Hemant Sikka	Deputy Managing Director and Key Managerial Personnel	From January 4, 2027

Mr. Hemant Sikka will work closely with Mr. Satish Pai and the Hindalco leadership team, with responsibilities for the India business transitioning progressively to him over time. The transition will be implemented in phases to ensure continuity and organisational effectiveness.

Brief details of the above re-appointment/appointment as required under the SEBI Circular are enclosed as Annexure – 1.

The Board Meeting concluded at 6:45 p.m.

The above is being made available on the Company's website i.e., www.hindalco.com.

This is for your information and dissemination.

Sincerely,

for **Hindalco Industries Limited**

Geetika Anand
Digitally signed by Geetika Anand
Date: 2026.11.23 18:49:21 +05'30'

Geetika Anand
Company Secretary & Compliance Officer

Encl: a/a

Hindalco Industries Limited
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Annexure - 1

1. Mr. Satish Pai, Managing Director

Sr. No.	Particulars	Details
		Mr. Satish Pai
1.	Reason for change viz. ~~appointment~~/re-appointment, ~~resignation, removal, death or otherwise~~	Re-appointment of Mr. Satish Pai *(DIN: 06646758)* as Managing Director of the Company.
2.	Date of appointment/re-appointment ~~cessation~~ *(as applicable)* and term of ~~appointment~~/ re-appointment	w.e.f January 1, 2028 to December 31, 2028.
3.	Brief profile *(in case of ~~appointment~~/re-appointment)*	Mr. Satish Pai has been the Managing Director of Hindalco Industries since August 2016. At Hindalco, he has been the driving force behind Hindalco's journey from a metals commodity player to a value-added solutions provider in the aluminium and copper sectors. Under his leadership, Hindalco has evolved into a future-facing company with a Greener, Stronger, Smarter Purpose at its core and a focus on digitalisation, innovation and high performance. Mr. Pai also oversees the operations of Hindalco subsidiary Novelis Inc. Some key transitions under his stewardship include adoption of large-scale renewable energy and path breaking responsible mining initiatives through India's first Sustainable Mining Charter. He drove global-first circular economy solutions that utilise bauxite residue as an industry input rather than waste. Initiatives for carbon neutrality, water positivity, biodiversity and zero waste to landfill have contributed to Hindalco consistently ranking as the world's most sustainable aluminium company in the Dow Jones Sustainability Indices for four consecutive years, since 2020. Mr. Pai received an Honorary Doctorate from Utkal University in 2024 for his extraordinary contributions to the metal industry, at the hands of Hon'ble President of India Ms. Droupadi Murmu. He was honoured as Fortune India's Best CEO (Mining & Metals) for the second consecutive year in 2025. He was also recognised with the 'BT-PwC India's Best CEO's 2024 - Super Large Companies' award. Mr. Pai holds a mechanical engineering degree from Indian Institute of Technology (IIT) Madras. In his personal capacity, he holds a patent in directional drilling. He was conferred the 'Distinguished Alumni Award' by IIT Madras in 2017.
4.	Disclosure of relationships between directors *(in case of appointment of a director)*	Mr. Satish Pai is not related to any of the existing Directors or the Key Managerial Personnel of the Company.

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2. Mr. Hemant Sikka, Deputy Managing Director

Sr. No.	Particulars	Details
		Mr. Hemant Sikka
1.	Reason for change viz. appointment, ~~resignation, removal, death or otherwise~~	Appointment as the Deputy Managing Director and Key Managerial Personnel of the Company.
2.	Date of appointment/~~cessation~~ (as applicable) and terms of appointment	January 4, 2027.
3.	Brief profile *(in case of appointment)*	Mr. Hemant Sikka is a B.Tech. from NIT Kurukshetra and an MBA from FMS, Delhi. He joins the Company from the Mahindra Group, where he is currently the Managing Director & CEO of Mahindra Logistics and a Member of the Group Executive Board of Mahindra & Mahindra. Mr. Hemant Sikka brings over three decades of experience across manufacturing, operations, procurement and business leadership. During his career with the Mahindra Group, he has held leadership responsibilities across its automotive and farm businesses, including as Chief Purchase Officer of the Automotive & Farm Sector and Head of Manufacturing for the Automotive division. He has also had international experience with SsangYong Motors in South Korea. Prior to joining Mahindra in 2000, he spent nine years with Maruti Suzuki.
4.	Disclosure of relationships between directors *(in case of appointment of a director)*	Not Applicable

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