

January 15, 2026

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001
Security Code: 500878

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East),
Mumbai 400 051
Symbol: CEATLTD
NCD symbol: CL26, CL30

Dear Sir/Madam,

Sub: Disclosure under Regulation 30 and 51 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Change in Senior Management Personnel

Pursuant to *inter-alia* Regulation 30 and 51 read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable provisions, this is to inform you that Mr. Rahul Gama has been appointed as Senior Vice President – Human Resources, with effect from January 15, 2026.

Details required as per the relevant SEBI Circular(s) is enclosed as Annexure.

We request you to kindly take the above on record.

Thanking you,

Yours faithfully,
For **CEAT Limited**

(Gaurav Tongia)
Company Secretary

Encl. A/a

Annexure

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

Particulars	Appointment of SMP
Reason for Change – viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Mr. Rahul Gama as Senior Vice President – Human Resources
Date of Appointment / re-appointment / cessation (as applicable) & term of appointment / re-appointment	Effective from January 15, 2026
Brief Profile (in case of appointment)	Attached
Disclosure of relationships between directors (in case of appointment of a director)	Not applicable

Brief Profile

Rahul Gama is a seasoned HR leader with over 28 years of global experience across Asia, the Middle East, Africa, the Americas, and the Indian subcontinent, with leadership exposure across Consumer Goods, Chemicals, Agri, Retail, and Services.

As CHRO at Pidilite Industries and Global CHRO at Godrej Consumer Products Limited, he led people initiatives supporting workforce transformation, international expansion, and acquisition integration across multiple geographies. His earlier roles at Godrej Agrovet, Godrej Chemicals, Marico, and Arvind International involved HR transformation, talent development, productivity improvement, and industrial relations across diverse businesses. Rahul has experience managing HR in complex, multi-country environments and aligning people practices with business priorities.

He holds a Master's degree in Personnel Management and a Bachelor of Commerce in Economics.