

Management Committee



Jai Hiremath

Executive Chairman

Mr. Hiremath is the Founder and Executive Chairman with over 41 years of experience in the fine chemicals and pharmaceuticals industry.

Mr. Hiremath developed Hikal into one of the leading global development and manufacturing companies. A Chartered Accountant from the Institute of Chartered Accountants in England and Wales, he is a 2002 alumnus of Harvard University, USA. His contribution to the industry has been recognised across global forums. In 2005, he was presented the Chemtech Business Leader of the Year Award (Chemicals). Mr. Hiremath was the former President of the Indian Chemical Council (ICC), as well as the Chairman of the Chemicals Committee of the Federation of Indian Chambers of Commerce and Industry (FICCI). He served as a board member of the Drug, Chemical, and Associated Technologies Association (DCAT) headquartered in New Jersey, USA. He is a board member of Novartis India Ltd and a member of CII's Pharma Committee.



Sameer Hiremath

Managing Director

Mr. Hiremath oversees the day-to-day operations of the Company, which include Research & Technology, Manufacturing Operations and Sales & Marketing. He has over 27 years of experience in technical plant operations, business development, and strategy. He has held several key positions at Hikal, including that of an Executive Director.

He holds a degree in Chemical Engineering and an MBA and MS degree in Information Technology from Boston University, USA. Sameer was conferred the 'Business Leader of the Year' award by the World Federation of Marketing Professionals and World Federation of Human Resources Professionals in 2019 and the 'CEO of the Year' award by The World Leadership Congress & Awards in 2021.



Anish Swadi

Senior President - Animal Health & Business Transformation

Mr. Swadi has 25 years of industry experience. He is leading the "Business Transformation" initiative at the company. He is also responsible for Corporate Strategy and Investor Relations. He served on the board of Rx-360, an international pharmaceutical supply chain consortium. Previously, he worked as an International Financial Portfolio Manager with Merrill Lynch in the US.

Mr. Swadi holds a bachelor's degree in International Business and Finance from Ithaca College, New York, USA and completed the Management Development Program from the Wharton School.

MANAGEMENT DISCUSSION AND ANALYSIS

ESG → Governance

**Manoj Mehrotra**

President - Pharmaceuticals

Mr. Mehrotra has over 35 years of experience in the fine chemicals and pharmaceuticals industry. He has a B.Tech (Hons) in chemical engineering from IIT-Kharagpur and an MBA from XLRI, Jamshedpur. In his last assignment at Dr. Reddy's Laboratories, he was the global head of the Custom Pharmaceutical Services (CPS) business. Earlier, Mr. Mehrotra worked in companies such as Thermax and SRF Limited. At SRF, his last role was strategising and growing the fluoro-specialty business. At Hikal, he is responsible for strategy, sales and operations of the pharmaceutical division.

**Kuldeep Jain**

Chief Financial Officer

Mr. Jain has over 31 years of experience in financial operations and strategic planning and brings a wealth of experience in accounting, financial planning, analysis, taxation and audits. He has been with Hikal for the past 24 years. Mr. Jain has played a key role in developing and implementing financial procedures to improve and maintain the financial health of the company while keenly overseeing the overall accounting/taxation processes. He is also responsible for investment analysis and analysing the Company's financial strengths and weaknesses. Kuldeep is a qualified Chartered Accountant and Member of the Institute of Chartered Accountants of India, New Delhi.

**Vimal Kulshrestha**

President - Crop Protection

Mr. Kulshrestha has over 35 years of experience in the fine chemical and agrochemical industry. He completed his B. Tech in Chemical Engineering from H.B. Technical Institute, Kanpur and Executive Management from IIM Kolkata. Mr. Kulshrestha has worked in companies such as Grasim Industries, Modipon Limited with a long stint in Jubilant Group Companies. He has experience in the B2B speciality chemicals and agrochemical industry, handling P&L and senior leadership roles. At Jubilant, Mr. Kulshrestha spent the first 8 years overseeing the technical and manufacturing aspects of the business and in his last assignment, he was the Sr. Vice President and SBU Head of the Ethanol division. He also led the Crop Protection business with the responsibility of strategy, sales, marketing, business development and operations. At Hikal, he is responsible for the P&L of the Crop Protection division.

**Ratish Jha**

President - Human Resources

Mr. Jha is a transformational leader with cross-industry experience of 27 years, having worked in different countries and multiple sectors like Pharma, Energy, Automotive, Metal & Mining, Packaging, Manufacturing and Services. Mr. Jha is an alumnus of TISS Mumbai and has attended different business certifications program at IMD Switzerland, University of Michigan, AOTS Japan, ISB, IIM-A. Under his leadership, the companies that he worked for were listed in several forums & won multiple business awards such as - Great Place to Work Award, Companies with Great Managers Award, Most Innovative HR Practices Award by NHRD, Best in class for cultural transformation and Best in class for Most Innovative HR practices by People Matters.

Mr. Jha has an enriching experience in talent management, culture change management, capability building, learning & OD interventions, performance management, capability building, employee relations, employee engagement & retention programs.