

# Board of Directors

**Jai Hiremath**

*Executive Chairman*

Founder and Executive Chairman with over 42 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 with 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.

**Baba Kalyani**

*Non-Executive Director*

Chairman & MD of Bharat Forge Limited, the flagship company of the USD 3 billion Kalyani Group. Mr. Kalyani is B.E. (Hons) in Mechanical Engineering from the prestigious Birla Institute of Technology & Science, Pilani, and subsequently, earned an M.S. from the Massachusetts Institute of Technology, Boston, USA, in 1972. Mr. Kalyani has been conferred with the highest civilian awards from many countries, which include Padma Bhushan by the Government of India; Order of the Rising Sun, Gold and Silver Star (Japan); Cross of the Order of Merit (Germany); Commander First Class of the Royal Order of the Polar Star (Sweden); and Knight in the Order of the Legion of Honour (France).

Mr. Kalyani is a nominated member representing the Indian Industry in the Prime Minister's Science Technology and Innovation Advisory Council (PM-STIAC). He also serves as the Co-Chairman of the India-Japan Business Leaders' Forum and the India-Sweden Business Leaders' Roundtable. He is an active member representing Indian Industry in other such forums, including in the USA, UK, Israel, and France.

Mr. Kalyani is the Founding Chairman of Pratham Pune Education Foundation and supports various other NGOs and charitable institutes engaged in skilled development, sustainability, women empowerment, sports, and healthcare.



**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 28 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.



**Kanan Unni**

*Independent, Non-Executive Director*

Mr. Unni is a pioneer in crop protection with over 56 years of experience in the crop protection and animal health industry. He worked in multiple capacities in Hoechst, AgrEvo, Aventis Crop Science, and Bayer Crop Science Group. He was the Chairman and Managing Director of Bilag Industries, a 100% Bayer Crop Science-owned company. Mr. Unni has technical and commercial experience in the agricultural and animal health businesses, having worked in a variety of roles. He is the Chairman Emeritus of CropLife India.

Mr. Unni is a graduate of Agriculture and holds a degree in Business Administration from Jamnalal Bajaj Institute of Management, Mumbai, and a Diploma in Marketing from IMEDE, Switzerland.



**Prakash Mehta**

*Independent, Non-Executive Director*

Mr. Mehta has a degree in Law from University of Mumbai (1963) and qualified as a solicitor in 1966. He is the Managing Partner at Malvi Ranchoddas & Co. Advocates, and Solicitors, a law firm in Mumbai. He brings extensive experience in corporate and commercial legal matters. Mr. Mehta is on the board of several listed and unlisted companies in India.



**Sugandha Hiremath**

*Non-Executive Director*

Ms. Hiremath has more than 41 years of experience in Finance. She is an active participant in the Audit Committee at Hikal. She also serves on the board of several companies.



**Ranjit Shahani**

*Independent, Non-Executive Director*

Mr. Shahani has extensive experience in the life sciences industry. He started his career with ICI in the Fibres & Specialty Chemicals business. He then oversaw their Asia Pacific and Latin American operations for their Petrochemicals and Plastics division. He was the CEO at Roche Products Limited, after which he moved to Novartis in India in 1997, following the merger of Sandoz and Ciba-Geigy as CEO of Healthcare. He was the Vice-Chairman & Managing Director of Novartis India for 17 years.

Mr. Shahani brings with him diverse experience to drive strategic growth plans. Over his career span, he has delivered strong and successful business outcomes within complex environments. He is the President Emeritus of Swiss Indian Chamber of Commerce (SICC), the President Emeritus of Organisation of Pharmaceuticals Producers of India (OPPI), and the former President of the Bombay Chamber of Commerce and Industry. He was also on the Council of the International Federation of Pharmaceuticals Manufacturers Associations (IFPMA, Geneva).

Mr. Shahani is a Mechanical Engineer from IIT-Kanpur and has an MBA from Jamnalal Bajaj Institute of Management Studies.



**Amit Kalyani**

*Non-Executive Director*

Mr. Kalyani is a member of the management board and Deputy Managing Director of Bharat Forge Limited (BFL), the flagship company of the USD 3 billion Kalyani Group. He has been involved with driving the group's strategy and in the execution of its diversification over the past decade.

Mr. Kalyani has been a part of many committees of the Government of India on manufacturing, education, skill development, and bilateral relations. He serves as an Independent Director on the board of Schaeffler India Ltd., and he is also a member at USIBC and YPO.

He holds a BE degree in Mechanical Engineering from Bucknell University, Pennsylvania, USA, and is a graduate of the OPM Program at Harvard Business School.



**Shivani Sachdeva**

*Independent, Non-Executive Director*

Ms. Sachdeva is the Founder & CEO of India Alternatives, a reputable mid-market private equity fund focused on investing behind transformational themes in India. She has over 20 years of global private equity experience in the US and India at top private equity funds, including GE Equity, Lightyear Capital, and IDFC Private Equity.

Ms. Sachdeva has been an active member on the boards of all her portfolio companies, where she has been instrumental in guiding management teams and shaping strategy. She has previously served on the boards of HealthCare Global and Gokaldas Intimatewear, and currently serves on the boards of Brinton Pharmaceuticals and Seclre Technology. She is also an Independent Director at Emaar India.

She has received several accolades and recognition for being one of the top women leaders in finance in India, including winning an award for the Top 25 Women Leaders in Finance category by the Association of International Wealth Management of India as part of India's Top 100 Women in Finance campaign. She is a frequent speaker on private equity at domestic and international conferences, including Super Return Europe and Singapore and the Indian Venture Capital Association.

She received an MBA from the Wharton School, University of Pennsylvania, and a B.A. in Economics from Mount Holyoke College.



**Shrikrishna Adivarekar**

*Independent, Non-Executive Director*

Mr. Adivarekar is a qualified Chartered Accountant (Fellow member of the ICAI) with over 20 years of experience. He has been working with M/s Kunte & Vaidya Chartered Accountants since 2000 in various capacities and is now the Managing Partner.

Mr. Adivarekar has experience dealing with various corporate and legal matters under Direct Tax Laws, Company Law, FEMA, etc for various large corporate groups. Mr. Adivarekar serves as an Independent Director on several boards.

Mr. Adivarekar graduated in Commerce from University of Pune in 2002 and qualified as a Chartered Accountant in 2003.

# Management Committee



**Jai Hiremath**  
*Executive Chairman*

[Read Mr. Jai Hiremath's bio on Page 94](#)



**Sameer Hiremath**  
*Managing Director*

[Read Mr. Sameer Hiremath's bio on Page 95](#)



**Anish Swadi**  
*Senior President – Animal Health & Business Transformation*

Mr. Swadi is the Senior President – Animal Health & Business Transformation. He has 26 years of industry experience and 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 at the Wharton School.



**Manoj Mehrotra**  
*President - Pharmaceuticals*

Mr. Mehrotra is the President, of Pharmaceuticals Business. He has over 36 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.



**Vimal Kulshrestha**

*President - Crop Protection*

Mr. Kulshrestha is the President, of Crop Protection Business. He has over 36 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.



**Kuldeep Jain**

*Chief Financial Officer*

Mr. Jain is the Chief Finance Officer with over 32 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 a Member of the Institute of Chartered Accountants of India, New Delhi.



**Ratish Jha**

*President - Human Resources*

Mr. Jha is the President, Human Resources. He is a transformational leader with cross-industry experience of 28 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 and 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, and capability building. learning & OD interventions, performance management, capability building, employee relations, employee engagement and retention programmes.