

**Date: 15/11/2025**

**To**  
**BSE Limited**  
**Phiroze Jeejeebhoy Towers,**  
**Dalal Street,**  
**Mumbai-400 001**

**iCodex Publishing Solutions Limited**  
102, First Floor, Suman Business Park,  
Kalyani Nagar, Viman Nagar, Pune -  
411014, Maharashtra, India.  
E Mail: [cs@icodexsolutions.com](mailto:cs@icodexsolutions.com)  
Phone: +91 020 45012988, +91 885 690  
7928

**Scrip Code: 544483**  
**ISIN: INE111601014**

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

**Subject: Changes in Senior Managerial Personnel – Resignations and Appointment.**

Pursuant to Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR”), read with SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015, we wish to inform that the Board of Directors of iCodex Publishing Solutions Limited (“the Company”) at its meeting held on **14<sup>th</sup> November 2025** has considered and approved the following changes in the Senior Managerial Personnel (SMP):

1. Appointment of Mr. Magesh Babu M. S. as Senior Vice President (Senior Managerial Personnel).
2. Resignation of Ms. Amrita Khaire from her position as Senior Managerial Personnel (SMP).
3. Resignation of Mr. Chinnaraju Kannan from his position as Senior Managerial Personnel (SMP).

In this regard, please find enclosed herewith **Annexure – A**, containing detailed disclosures as required under Regulation 30 of SEBI (LODR) Regulations, 2015 and the SEBI Circular referred above.

The above disclosure shall also be made available on the Company’s website at [www.icodexsolutions.com](http://www.icodexsolutions.com).

**Enclosure:**

Annexure – A: Disclosure under Regulation 30 read with SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015.

For further inquiries, please contact:

**Mohini Ajay Talhar**  
**Company Secretary and Compliance Manager**  
**Membership Number ACS 62080**  
**E Mail: [cs@icodexsolutions.com](mailto:cs@icodexsolutions.com)**  
**Phone: +91 020 45012988, +91 885 690 7928**

**Annexure - A**

**Disclosure containing details as required under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015**

**1. Appointment of Mr. Magesh Babu M. S. as Senior Vice President (Senior Managerial Personnel)**

<b>Particulars</b>	<b>Disclosure</b>
<b>Name</b>	Mr. Magesh Babu M. S.
<b>Reason for change</b>	Appointment as Senior Vice President (Senior Managerial Personnel) due to restructuring of the Senior Managerial Personnel framework.
<b>Term of Appointment</b>	Appointed as Senior Vice President (Senior Managerial Personnel) as per the terms approved by the Board based on NRC recommendations.
<b>Brief Profile</b>	A results-driven professional with over 25 years of extensive experience in ITES, BPO, Project Management, Business Operations, Profit Centre Management, Vendor & Delivery Management, Client Relations, Quality Systems, and Strategic Execution. He has worked with leading organizations including Integra Software Services, HTC Global Services, DiacriTech, SPi Global, and HOV Services. He has led teams of 200–500 members, managed global clients, driven operational efficiency through automation, and delivered multi-million-dollar project outcomes. (Résumé available in Company records.)
<b>Educational Qualifications</b>	BCA (University of Madras), MBA – Operations (University of Madras), Lean Six Sigma (Green Belt), PMP Certified.
<b>Areas of Expertise</b>	Project Management, P&L Ownership, Vendor Management, Delivery Management, Client Engagement, Operational Excellence, Automation Implementation, Quality Assurance, Change Management, and Strategic Planning.
<b>Key Responsibilities in the New Role</b>	Will lead operations, vendor and delivery management, project execution, enterprise process optimization, team leadership, and strategic business growth initiatives across multiple divisions.
<b>Disclosure of Relationship with Directors/KMP</b>	He is not related to any Director or Key Managerial Personnel of the Company.
<b>Regulatory Approval Requirement</b>	Not applicable. Appointment does not require any regulatory or governmental approval.
<b>Other Information</b>	His appointment fills the leadership gap created due to the resignation of two SMPs and is expected to strengthen the Company’s operational and strategic capabilities.

## 2. Resignation of Ms. Amrita Khaire (Senior Managerial Personnel)

Particulars	Disclosure
<b>Name</b>	Ms. Amrita Khaire
<b>Reason for change</b>	Resignation due to personal reasons.
<b>Responsibilities handled</b>	Ms. Khaire was part of the Senior Managerial Personnel (SMP) team, Principal Scientist visited conferences on behalf of Icodex in Symbiosis International, Lawale in the month of November, 2024.
<b>Confirmation regarding claims</b>	She has confirmed there is no other material reason for her resignation apart from what has been stated.
<b>Other information</b>	The Board placed on record its appreciation for her valuable service and contributions to the Company.

## 3. Resignation of Mr. Chinnaraju K from Senior Managerial Personnel (SMP) Position

Particulars	Disclosure
<b>Name</b>	Mr. Chinnaraju Kannan
<b>Reason for change</b>	Resignation from the position due to restructuring of the Senior Managerial Personnel framework.
<b>Continuation with the Company</b>	Although stepping down from his SMP capacity, he will continue with the Company in a non-SMP role on specific projects, assignments, and operational activities as may be determined by the Board from time to time.
<b>Responsibilities handled as SMP</b>	Responsible for technical operations oversight, process alignment, technical delivery monitoring, quality coordination, and workflow supervision across assigned projects.
<b>Any additional disclosures</b>	The Board appreciated his contributions during his tenure as SMP and noted his willingness to assist the Company in transition and continuity of operations.