



Bhagiradha Chemicals & Industries Limited.

Unit No. 1011A, Level 1, Sky One (Wing A),
Prestige SkyTech, Financial District,
Nanakramguda, Hyderabad - 500032,
Telangana, INDIA.
Tel : +91-40-65440409
Fax: +91-40-23540444
E-Mail: info@bhagirad.com

Ref: BCIL/SE/2025/49

July 30, 2025

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

To,
The Manager,
Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza, C-1, G Block, Bandra-Kurla,
Complex, Bandra (East), Mumbai – 400 051

Scrip Code: 531719

Symbol: BHAGCHEM

**Sub: Notice of the 32nd Annual General Meeting ('AGM') of the Company for FY 2024-25,
pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements)
Regulations, 2015 ('Listing Regulations')**

Dear Sir / Madam,

This is to inform you that the 32nd Annual General Meeting (AGM) of the Company is scheduled to be held on Friday, August 22, 2025, at 11:00 AM through Video Conferencing ('VC') facility or Other Audio Visual means ('OAVM'), in accordance with the Circulars issued by Ministry of Corporate Affairs and Securities and Exchange Board of India.

Pursuant to Regulation 30 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015, we hereby enclose the Notice convening the 32nd Annual General Meeting (AGM) of the Company for the FY 2024-25. The Notice of the 32nd AGM along with the Annual Report for FY 2024-25 is being sent through electronic mode on July 30, 2025 to those Members whose names appear in the Register of members/depositories as at closing hours of business on Friday, July 25, 2025 and whose e-mail addresses are registered with the Company/ Registrars and Transfer Agent/Depositories as per the above said circulars. The Company has sent a letter providing a web-link of the Annual Report for FY 2024-25 to those Members who have not registered their e-mail addresses with the Company/ Registrar & Transfer Agent/Depositories.

The 32nd Annual Report for FY 2024-25 of the Company along with the Notice of the 32nd AGM is available on the website of the Company at the following link:

<https://bhagirad.com/reports/Annual/BhagiradhaAR2024-25.pdf>

Kindly take the same on record and display on the website of your exchange

For Bhagiradha Chemicals and Industries Limited,

Sharanya. M
Company Secretary & Compliance Officer
M. No: ACS-63438



Notice of the 32nd Annual General Meeting

To

The Members of

Bhagiradha Chemicals & Industries Limited

Notice is hereby given that the Thirty Second (32nd) Annual General Meeting (AGM) of the members of Bhagiradha Chemicals and Industries Limited ("the Company") will be held on Friday, August 22, 2025 at 11:00 a.m. IST through Video Conferencing ("VC")/ Other Audio Visual Means ("OAVM") to transact the following business:

ORDINARY BUSINESS:

1. To receive, consider and adopt:

- the Audited Standalone Financial Statements of the Company for the Financial Year ended March 31, 2025, the Reports of the Board of Directors and Auditors thereon and in this regard, to consider and if thought fit, to pass, with or without modification(s), the following resolution as an Ordinary Resolution:

"RESOLVED THAT the Audited Standalone Financial Statements of the Company for the financial year ended March 31, 2025, and the reports of the Board of Directors and Auditors thereon, as circulated to the members be and are hereby considered and adopted." and

- the Audited Consolidated Financial Statements of the Company for the Financial Year ended March 31, 2025, the Report of the Auditors thereon and in this regard, to consider and if thought fit, to pass, with or without modification(s), the following resolution as an Ordinary Resolution:

"RESOLVED THAT the Audited Consolidated Financial Statements of the Company for the financial year ended March 31, 2025, and the report of Auditors thereon, as circulated to the members be and are hereby considered and adopted."

2. Declaration of Dividend:

To declare final dividend on equity shares at the rate of (15%) i.e. ₹0.15/- per equity share of face value of ₹1/- (Rupee One) each for the Financial Year ended March 31, 2025, and in this regard, to consider and if thought fit, to pass, with or without modification(s), the following resolution as an Ordinary Resolution:

"RESOLVED THAT dividend at the rate of 15% i.e. ₹0.15/- per equity share of face value of ₹1/- (Rupee One Only) fully paid-up of the Company, as recommended by the Board of Directors be and is hereby approved for the financial year ended March 31, 2025."

3. Re-appointment of Director Retiring by Rotation

To appoint a Director in place of Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director, who retires by rotation and being eligible, offers himself for re-appointment and in this regard, to consider and if thought fit, to pass, with or without modification(s), the following resolution as an Ordinary Resolution:

"RESOLVED THAT in accordance with the provisions of Section 152(6) read with the Companies (Appointment and

Qualification of Directors) Rules, 2014 and other applicable provisions of the Companies Act, 2013, Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director who retires by rotation at this meeting and being eligible, offers himself for re-appointment, be and is hereby appointed as Director of the Company."

SPECIAL BUSINESS:

4. To ratify the remuneration of Cost Auditors for the financial year 2025-26:

To consider and if thought fit, to pass with or without modifications, the following resolution as an Ordinary Resolution:

"RESOLVED THAT pursuant to the provisions of Section 148 and other applicable provisions, if any, of the Companies Act, 2013 read with the Companies (Audit and Auditors) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the Cost Auditors, M/s. Sagar & Associates, Cost Accountants (Firm Registration No. 000118), appointed as Cost Auditors by the Board of Directors to conduct audit of the Cost Records of the Company for the financial year ending March 31, 2026, be paid a remuneration of ₹ 1,00,000/- (Rupees One Lakh) per annum and out of pocket & other expenses and GST at actuals, as approved by the Board of Directors and as set out in the Statement annexed to the Notice convening this Meeting, be and is hereby ratified."

"RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorized to do all such acts, matters, deeds and things as may be necessary to give effect to the above resolution."

5. Appointment of M/s Puttaparthi Jagannatham & Co. Company Secretaries, (Peer Review Certificate: 1158/2021) as the Secretarial Auditors of the Company for a term of 5 consecutive years:

To consider and if thought fit, to pass with or without modifications, the following resolution as an Ordinary Resolution:-

"RESOLVED THAT pursuant to Regulation 24A and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the Listing Regulations") read with Circulars issued thereunder from time to time and applicable provisions of the Companies Act, 2013 ("the Act") and Rules made thereunder [including any statutory modification or re-enactment thereof for the time being in force] and in accordance with the recommendation of the Board of Directors of the Company, M/s Puttaparthi Jagannatham & Co (Peer Review Certificate No. 1158/2021), a firm of Company Secretaries in practice, Address: Flat No. 315, Bhanu Enclave, ESI, Hyderabad, Telangana- 500 038, be appointed at this 32nd Annual General Meeting as the Secretarial Auditors of the Company for a term of 5 consecutive years i.e. commencing from Financial Year 2025-26 up to Financial Year 2029-2030 ('the Term') to conduct the Secretarial Audit of the company and issue the Secretarial Audit Report during



their term of appointment as per the Listing Regulations and Section 204 of the Companies Act, 2013 and rules made thereof as amended from time to time, at a remuneration to be determined by the Board of Directors of the Company (referred to as the Board which expression shall include any Committee thereof)".

"RESOLVED FURTHER THAT the Board of Directors, (including its committees thereof), be and is hereby authorized to do all such acts, deeds, matters and things as may be deemed proper, necessary, or expedient, including filing requisite forms and to do all such acts, deeds, things for the purpose of giving effect to this resolution and for matters connected therewith, or incidental thereto".

6. To approve the re-appointment of Sri. S. Chandra Sekhar (DIN: 00159543) as the Managing Director of the company for a term of five consecutive years along with revision in remuneration payable to Sri. S. Chandra Sekhar

To consider and if thought fit, to pass, with or without modification(s), the following resolution(s) as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, 201 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 ("Act") and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (' Listing Regulations') and subject to the provisions of the Articles of Association of the Company, and pursuant to the recommendation of the Nomination and Remuneration Committee, the approval of the members be and is hereby accorded for the re-appointment of Mr. S. Chandra Sekhar (DIN: 00159543) as Managing Director of the Company, for a period of five consecutive years effective from June 01, 2025 to May 31, 2030, with payment of remuneration for a period effective from June 01, 2025 to May 31, 2028 including the remuneration to be paid in the event of loss or inadequacy of profits in any financial year on the following terms and conditions as mentioned below and as set out in the Explanatory Statement, which in any financial year may exceed the limits specified in Section 197 and Schedule V of the Act and the Listing Regulations and if in any Financial Year, during the period from June 01, 2025 to May 31, 2028 , if the Company has no profits or if profits are inadequate the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration to Sri. S. Chandra Sekhar, Managing Director of the company and the approval accorded herein shall also be deemed to be the approval by way of special resolution as contemplated under Section 197 read with Schedule V of the Act and Regulation 17(6)(e) of the SEBI Listing Regulations, as may be applicable.:

Terms and Conditions:

	(₹ in Lakhs)
Gross Salary (per month)	15.91
Gross Salary (per annum)	190.91
Provident Fund	11.45
Salary	202.37
(Per Annum) - Total	
Gratuity, Leave	As applicable to the employees of the Company
Commission	1.5 % of Net Profit
Health Insurance cover	Health Insurance cover of ₹ 20 Lakhs for self and family and reimbursement of hospitalization expenses exceeding the amount paid by the insurer

- Where if in any Financial Year, during the period from June 01, 2025 to May 31, 2028, the Company has no profits or profits are inadequate, the aforesaid remuneration or such remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

"RESOLVED FURTHER THAT consent of the members is accorded for the aforesaid remuneration payable to Sri. S. Chandra Sekhar, Managing Director of the company for a period from June 01, 2025 to May 31, 2028, even if it exceeds 5% of the Net Profits of the company in any financial year calculated under section 198 of the Companies Act, 2013, limits as prescribed under Section 197 of the Companies Act, 2013 read with rules made thereunder as amended from time to time and the total managerial remuneration payable to all the executive director(s), Managing Director, whole-time director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 10% of net profits and overall managerial remuneration payable to all Directors including Executive Directors, Managing Director, Whole- time Director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 11% of net profits of the Company computed in the manner as laid down in Section 198 read with Schedule V of the Companies Act, 2013".

"RESOLVED FURTHER THAT the Board of Directors be and is hereby authorised to vary or revise the remuneration (including the minimum remuneration), as agreed to between the Board and Sri. S. Chandra Sekhar, Managing Director of the company, subject to such approvals as may be required by law".

7. To approve the re-appointment of Dr. Gudipati Aruna (DIN: 08978947), as a Non-Executive Independent Director of the Company for a second term of five consecutive years

To consider and if thought fit, to pass, with or without modification(s), the following resolution(s) as a **Special Resolution**:



"RESOLVED THAT pursuant to the provisions of Sections 149, 150, 152 and any other applicable provisions of the Companies Act, 2013 and rules made thereunder read with Schedule IV to the Companies Act, 2013 ("Act") (as amended from time to time), and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), and based on the recommendation of the Nomination and Remuneration Committee and approval of the Board of Directors of the Company ("Board"), Dr. Gudipati Aruna (DIN: 08978947) who was appointed as an Non Executive Independent Woman Director of the Company for a term of 5 years up to December 3, 2025, by the Members of the Company at the 28th Annual General Meeting (AGM) of the Company held on Tuesday, August 10, 2021 and in respect of whom the Company has received a notice in writing from a member under Section 160 of the Act, proposing her candidature for the office of the Director of the Company and who has submitted a declaration that she meets the criteria for independence as provided in Section 149(6) of the Companies Act, 2013 and who is eligible for re-appointment be and is hereby re-appointed as a Non-Executive Independent Woman Director of the Company, for a second term of five consecutive years effective immediately after expiry of her current term on December 03, 2025, i.e. commencing from December 04, 2025, till December 3, 2030, who shall not be liable to retire by rotation and who shall be entitled to receive sitting fees for attending the meetings of the Board or any committees thereof as detailed in the letter of appointment to be issued to Dr. Gudipati Aruna, and as may be determined by the Board from time to time".

"RESOLVED FURTHER THAT the Board of Directors, be and is hereby authorized to settle any question, difficulty or doubt, that may arise in giving effect to this resolution and to do all such acts, deeds and things as may be necessary, expedient and desirable for the purpose of giving effect to this resolution."

8. To approve the re-appointment of Sri Kishor Shah (DIN: 00193288) as a Non-Executive Independent Director of the Company for a second term of five consecutive years

To consider and if thought fit, to pass, with or without modification(s), the following resolution(s) as a **Special Resolution**:-

"RESOLVED THAT pursuant to the provisions of Sections 149, 150, 152 and any other applicable provisions of the Companies Act, 2013 and rules made thereunder read with Schedule IV to the Companies Act, 2013 ("Act") (as amended from time to time), and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), and based on the recommendation of the Nomination and Remuneration Committee and approval of the Board of Directors of the Company ("Board"), Sri Kishor Shah (DIN: 00193288) who was appointed as an Non Executive Independent Director of the Company for a term of 5 years up to September 13, 2025, by the Members of the Company at the 28th Annual General Meeting (AGM) of the Company held on Tuesday, August 10, 2021 and in respect of whom the Company has received a

notice in writing from a member under Section 160 of the Act, proposing his candidature for the office of the Director of the Company and who has submitted a declaration that he meets the criteria for independence as provided in Section 149(6) of the Companies Act, 2013 and who is eligible for re-appointment be and is hereby re-appointed as a Non-Executive Independent Director of the Company, for a second term of five consecutive years effective immediately after expiry of his current term on September 13, 2025, i.e. commencing from September 14, 2025, till September 13, 2030, who shall not be liable to retire by rotation and who shall be entitled to receive sitting fees for attending the meetings of the Board or any committees thereof as detailed in the letter of appointment to be issued to Sri Kishor Shah, and as may be determined by the Board from time to time".

"RESOLVED FURTHER THAT the Board of Directors, be and is hereby authorized to settle any question, difficulty or doubt, that may arise in giving effect to this resolution and to do all such acts, deeds and things as may be necessary, expedient and desirable for the purpose of giving effect to this resolution."

9. To approve the revision in the payment of remuneration to Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director and Chief Executive Officer of the Company

To consider and if thought fit, to pass, with or without modification(s), the following resolution(s) as a **Special Resolution**:-

"RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, 201 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 ('Act') and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (' Listing Regulations') and subject to the provisions of the Articles of Association of the Company and in furtherance of the special resolution passed by the members appointing Sri. Arvind Kumar Anegondi as Executive Director with effect from August 04, 2023 till August 03, 2028, by way of Postal Ballot (Notice Dated September 25, 2023) through Remote E-Voting on Thursday, October 26, 2023 (being last date of E-Voting), consent of the members of the company is accorded for the remuneration payable for a period of three financial years commencing from Financial Year 2025-26 (with effect from April 01, 2025) to Financial Year 2027-28 to Sri. Arvind Kumar Anegondi (DIN: 03097192), on the terms and conditions as mentioned below and as set out in the Explanatory Statement, which in any financial year may exceed the limits specified in Section 197 and Schedule V of the Act and the Listing Regulations and if in any Financial Year during FY 2025-26 to FY 2027-28, the Company has no profits or if profits are inadequate the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration to Sri. Arvind Kumar Anegondi (DIN: 03097192), Executive Director and Chief Executive Officer



(CEO) of the company and the approval accorded herein shall also be deemed to be the approval by way of special resolution as contemplated under Section 197 read with Schedule V of the Act and/or Regulation 17 of the SEBI Listing Regulations, as applicable:

Remuneration:

Particulars	₹ In Lakhs
Gross Salary (Per Month)	9.86
Gross Salary (Per Annum)	118.30
Provident Fund	7.10
Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company
Salary (Per Annum) - Total	125.40
Commission	1% Net Profit

- Where if during the period from Financial Year 2025-26 to Financial Year 2027-28, the Company has no profits or profits are inadequate, the aforesaid remuneration or such remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

"RESOLVED FURTHER THAT consent of the members is accorded for the aforesaid remuneration payable to Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director

and CEO of the company during the period from Financial Year 2025-26 to Financial Year 2027-28, even if it exceeds 5% of the Net Profits of the company in any financial year calculated under section 198 of the Companies Act, 2013, limits as prescribed under Section 197 of the Companies Act, 2013 read with rules made thereunder as amended from time to time and the total managerial remuneration payable to all the executive director(s), Managing Director, whole-time director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 10% of net profits and overall managerial remuneration payable to all Directors including Executive Directors, Managing Director, Whole- time Director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 11% of net profits of the Company computed in the manner as laid down in Section 198 read with Schedule V of the Companies Act, 2013."

"RESOLVED FURTHER THAT the Board of Directors be and is hereby authorised to vary or revise the remuneration (including the minimum remuneration), as agreed to between the Board and Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director and CEO of the company, subject to such approvals as may be required by law."

By Order of the Board of Directors
Bhagiradha Chemicals and Industries Limited

Registered Office:

Unit No.1011A, Level 1,
 Sky One (Wing A), Prestige SkyTech,
 Financial District,
 Hyderabad, Telangana,
 India, 500032
 CIN: L24219TG1993PLC015963
 Ph: 040 6544 0409
 E-mail: info@bhagirad.com

Date: May 28, 2025

Place: Hyderabad

Sharanya. M
 Company Secretary & Compliance Officer
 M. No: ACS-63438





Notes

1. Pursuant to General Circular No. 09/2024 dated September 19, 2024, General Circular No. 09/2023 dated September 25, 2023, General Circular No. 10/2022 dated December 28, 2022, General Circular No. 20/2020 dated May 05, 2020 and General Circular No. 02/2022 dated May 05, 2022 issued by Ministry of Corporate Affairs ('MCA Circular') and all other circulars issued by MCA on account of outbreak of Covid- 19 pandemic and in compliance with the provisions of the Companies Act, 2013, read with the rules made thereunder and SEBI Listing Regulations, the 32nd Annual General Meeting of the Members of the Company is being convened through Video Conference / Other Audio Visual Means (VC/OAVM), without the physical presence of members at a common venue. In view of the same, the registered office of the Company shall be deemed to be the venue of the AGM.
2. In compliance with the above MCA Circulars and SEBI Circular, Notice of the AGM along with the 32nd Annual Report for FY 2024-25 is being sent only through electronic mode to those Members whose email addresses are registered with the Company/ Depositories, unless any member has requested for a physical copy of the same. Members may note that the Notice and 32nd Annual Report for FY 2024- 25 will also be available on the website of the Company <https://www.bhagirad.com/> and websites of the stock exchanges i.e BSE Limited (www.bseindia.com), National Stock Exchange of India Limited (www.nseindia.com) and on the website of Company's Registrar & Transfer Agent. In compliance with SEBI Notification No. SEBI/LAD-NRO/GN/2024/218 dated December 12, 2024, shareholders whose email IDs are not registered with Depository/RTA will be sent a one-page letter containing the web link to access the Annual Report.
3. The Statement pursuant to Section 102 of the Companies Act, 2013 ('Act') in respect of Item No. 4 to 9 of the Notice, is annexed hereto.
4. GENERALLY, A MEMBER ENTITLED TO ATTEND AND VOTE AT THE MEETING IS ENTITLED TO APPOINT A PROXY TO ATTEND AND VOTE ON A POLL INSTEAD OF HIMSELF / HERSELF AND THE PROXY NEED NOT BE A MEMBER OF THE COMPANY. SINCE THIS AGM IS BEING HELD THROUGH VC / OAVM PURSUANT TO THE MCA CIRCULARS, PHYSICAL ATTENDANCE OF MEMBERS HAS BEEN DISPENSED WITH. ACCORDINGLY, THE FACILITY FOR APPOINTMENT OF PROXIES BY THE MEMBERS SHALL NOT BE AVAILABLE FOR THE AGM AND HENCE, THE PROXY FORM AND ATTENDANCE SLIP ARE NOT ANNEXED HERETO.
5. Since the AGM will be held through VC/ OAVM, the route map of the venue of the Meeting is not annexed hereto.
6. In terms of the provisions of Section 152 of the Companies Act, 2013 and rules made there under, Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director, is liable to retire by rotation at this Meeting and offers himself for reappointment.

The above proposed reappointment by rotation shall not alter any terms and conditions with regard to tenure of appointment, remuneration and such other terms and conditions relating to appointment of Sri. Arvind Kumar Anegondi (DIN: 03097192) as an Executive Director of the company for a period of five years (w.e.f. August 04, 2023 till August 03, 2028) as approved

by the Members of the Company through Postal Ballot (Notice dated September 25, 2023) by way of remote e-voting on Thursday, October 26, 2023 (being last date of e-voting) including the revision in his remuneration as approved by the members of the company at the 31st Annual General Meeting held on Friday, August 09, 2024.

7. Pursuant to Regulations 36(3) of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, Section 152, 160 of the Companies Act, 2013 and Secretarial Standards on General Meetings (SS- 2), details in respect of Director seeking appointment/reappointment of Directorship at 32nd AGM of the Company to be held on Friday, August 22, 2025 is provided in Annexure-1,2,3, 4 of this Notice.
8. Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 (as amended) and Regulation 44 of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015 (as amended), and the Circulars issued by the Ministry of Corporate Affairs dated April 08, 2020, April 13, 2020 and May 05, 2020, the Company is providing facility of remote e-Voting to its Members in respect of the business to be transacted at the AGM. For this purpose, the Company has entered into an agreement with National Securities Depository Limited (NSDL) for facilitating voting through electronic means, as the authorized agency. The facility of casting votes by a member using remote e-Voting system as well as e- voting at the time of AGM on the date of the AGM will be provided by NSDL. In terms of the MCA & SEBI Circulars, voting can be done only by Remote E-voting/ E-voting at the AGM. The Members are advised to use the E-voting procedure, as provided in the Notice.

Remote e-Voting: Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 (as amended) and Regulation 44 of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015 (as amended), the Company is providing facility of remote e-voting to its Members through e-Voting Agency M/s. National Securities Depository Limited (NSDL).

Voting at the e-AGM: Members who could not vote through remote e-voting may avail the e-voting system that will be provided during the e-AGM by M/s. National Securities Depository Limited (NSDL).

9. The Company has notified closure of Register of Members and Share Transfer Books from Saturday, August 16, 2025 to Friday, August 22, 2025 (both days inclusive) for determining the names of member(s) eligible for dividend on Equity Shares, if declared at the Meeting:
10. Members may avail facility of nomination in terms of Section 72 of the Companies Act, 2013, by nominating any person to whom their shares in the Company shall vest in the event of their death.
11. Members are requested to note that the dividend remaining unclaimed for a continuous period of seven years from the date of transfer to the Company's Unpaid Dividend Account shall be transferred to the Investor Education and Protection Fund (IEPF). In addition, all equity shares in respect of which



dividend has not been paid or claimed for seven consecutive years or more shall be transferred by the Company to demat account of the IEPF authority within a period of thirty days of such equity shares becoming due to be transferred to the IEPF. In the event of transfer of equity shares and the unclaimed dividends to IEPF, Members are entitled to claim the same from IEPF authority by submitting an online application in the prescribed Form IEPF-5 available on the website of IEPF i.e. www.iepf.gov.in and sending a physical copy of the same duly signed to the Company along with the requisite documents as required and enumerated in Form IEPF-5.

12. The attendance of the Members attending the AGM through VC/OAVM will be counted for the purpose of reckoning the quorum under Section 103 of the Companies Act, 2013.
13. The Statutory Registers and the documents pertaining to the items of business to be transacted at the AGM are available for inspection in electronic mode.
14. For receiving all communication (including Annual Report) from the Company electronically:

Members holding shares in physical mode and who have not registered / updated their email address are requested to register / update the same by writing to the Company at investor.bcil@bhagirad.com or to RTA i.e XL Softech Systems Limited at xlfld@gmail.com with details of folio number, attaching a self-attested copy of PAN card and a photocopy of blank cancelled Cheque of their bank account.

Members holding shares in dematerialized mode are requested to register / update their email addresses with the relevant Depository Participant.

1. PROCEDURE FOR INSPECTION OF DOCUMENTS:

The Register of Directors and Key Managerial Personnel and their shareholding maintained under Section 170 of the Companies Act, 2013 read with Companies (Appointment and Qualification of Directors) Rules, 2014 the Register of Contracts or Arrangements in which the directors are interested, maintained under Section 189 of the Act, and the

relevant documents referred to in the Notice will be available electronically for inspection by the members during the AGM.

All documents referred to in the Notice will also be available electronically for inspection without any fee by the members from the date of circulation of this Notice up to the date of 32nd AGM. Members seeking to inspect such documents can send an email to info@bhagirad.com.

2. DIVIDEND RELATED INFORMATION

- i. The Board of Directors recommended a final dividend on equity shares at the rate of 15% i.e. ₹0.15/- per Equity Share of face value of Re.1/- each for the Financial Year ended on March 31, 2025, subject to approval of the Members at the AGM
- ii. As per relevant Circulars, payment of dividend shall be made through electronic mode to the members who have updated their bank account details. Dividend warrants / demand drafts will be dispatched to the registered address of the members who have not updated their bank account details. To avoid delay in receiving dividend, members are requested to update their bank account details with their Depository Participants in case securities are held in demat mode and members holding securities in physical form should send a request for updating their bank details to the Company's Registrar & Share Transfer Agents
- iii. Payment of Dividend shall be subject to deduction of tax at source (TDS) at applicable rates as notified by the Government of India
- iv. Pursuant to the amendments introduced by the Finance Act, 2020 the Company will be required to withhold taxes at the prescribed rates on the dividend paid to its members w.e.f. April 01, 2020. No tax will be deducted on payment of dividend to the resident individual members if the total dividend paid does not exceed ₹10,000/-, The withholding tax rate would vary depending on the residential status of the member and documents registered with the Company as follows:

A. RESIDENT MEMBERS

A.1 Tax Deductible at Source for Resident Members

S. No	Particulars	Rate of TDS	Documents required (if any)
1.	Valid PAN updated in the Company's Register of Members	10%	No document required (if no exemption is sought)
2.	No PAN/Valid PAN not updated in the Company's Register of Members	20%	No document required (if no exemption is sought)
3.	Availability of lower/nil tax deduction certificate issued by Income Tax Department u/s 197 of Income Tax Act, 1961	Rate specified in the certificate	Lower tax deduction certificate obtained from Income Tax Authority



A.2 No Tax Deductible at Source on dividend payment to resident members if the Members submit and register following documents as mentioned in the below table with the Company / or RTA i.e. XL Softech Systems Limited

SI No	Particulars	Withholding tax rate	Documents required (if any)
1.	Submission of form 15G/15H	Nil	Declaration in Form No. 15G (applicable to any person other than a company or a firm) / Form 15H (applicable to an Individual who is 60 years and above), fulfilling certain conditions
2.	Members to whom section 194 of the Income Tax,1961 does not apply such as LIC, GIC, etc.	Nil	Documentary evidence that the said provisions are not applicable
3.	Member covered u/s 196 of Income Tax Act, 1961 such as Government, RBI, corporations established by Central Act & mutual funds	Nil	Documentary evidence for coverage u/s 196 of Income Tax Act, 1961
4.	Category I and II Alternative investment Fund	Nil	SEBI registration certificate to claim benefit under section 197A(1F) of Income Tax Act, 1961
5.	Recognised provident funds, Approved superannuation fund, Approved gratuity fund	Nil	Necessary documentary evidence as per Circular No. 18/2017 issued by Central Board of Direct Taxes(CBTD)
6.	National Pension Scheme	Nil	No TDS as per section 197A (1E) of Income Tax Act, 1961

B. NON-RESIDENT MEMBERS:

Withholding tax on dividend payment to non-resident members if the non-resident members submit and register following document as mentioned in the below table with the Company / RTA.

SI No	Particulars	Withholding tax rate	Documents required (if any)
1.	Foreign Institutional Investors (FIIs) / Foreign Portfolio Investors (FPIs)	20% (plus applicable surcharge and cess)	FPI registration number / certificate
2.	Other Non-resident members	20% (plus applicable surcharge and cess) or tax treaty rate whichever is beneficial	To avail beneficial rate of tax treaty, following tax documents would be required: i. Tax Residency certificate issued by revenue authority of country of residence of member for the year in which dividend is received ii. PAN iii. Form 10F filled & duly signed iv. Self-declaration for non-existence of permanent establishment/ fixed base in India (Note: Application of beneficial Tax Treaty Rate shall depend upon the completeness of the documents submitted by the Non- Resident member and review to the satisfaction of the Company)
3.	Indian Branch of a Foreign Bank	NIL	Lower tax deduction certificate u/s 195(3) obtained from Income Tax Authority Self-declaration confirming that the income is received on its own account and not on behalf of the Foreign Bank
4.	Availability of Lower/NIL tax deduction certificate issued by Income Tax Department u/s 197 of Income Tax Act, 1961	Rate specified in certificate	Lower tax deduction certificate obtained from Income Tax Authority

**Notes:**

- i. The Company will issue soft copy of the TDS certificate to its members through email registered with the Company / XL Softech Systems Limited (RTA) post payment of the dividend. Members will be able to download the TDS certificate from the Income Tax Department's website <https://www.incometax.gov.in/iec/foportal/> (refer to Form 26AS).
- ii. The aforesaid documents such as Form 15G/ 15H, documents under section 196, 197A, FPI Registration Certificate, Tax Residency Certificate, Lower Tax certificate etc. can be sent on mail to cs@bhagirad.com and xlfield@gmail.com on or before August 10, 2025 to enable the Company and RTA to determine the appropriate TDS / withholding tax rate applicable. Any communication on the tax determination/deduction received post August 10, 2025 shall not be considered.
- iii. Application of TDS rate is subject to necessary verification by the Company/RTA of the member details as available in Register of Members as on the Record Date and other documents available with the Company / RTA.
- iv. In case TDS is deducted at a higher rate, an option is still available with the member to file the return of income and claim an appropriate refund.
- v. In the event of any income tax demand (including interest, penalty, etc.) arising from any misrepresentation, inaccuracy or omission of information provided by the Member(s), such Member(s) will be responsible to indemnify the Company and also provide the Company with all information/documents and co-operation in any appellate proceedings.
- vi. This Communication is not exhaustive and does not purport to be a complete analysis or listing of all potential tax consequences in the matter of dividend payment. Members should consult their tax advisors for requisite action to be taken by them.

OTHER INFORMATION

- i. Members holding shares in physical mode are:
 - a) Required to submit their Permanent Account Number (PAN) and bank account details to the Company at cs@bhagirad.com or RTA i.e. XL Softech Systems Limited at xlfield@gmail.com along with the details of folio no., self-attested copy of PAN card, bank details (Bank account number, Bank and Branch Name and address, IFSC, MICR details) and cancelled cheque.
 - b) Advised to register nomination in respect of their shareholding in the Company.
- ii. Members holding shares in electronic mode are:
 - a) requested to submit their PAN and bank account details to their respective Depository Participants ("DPs") with whom they are maintaining their demat accounts.
 - b) advised to contact their respective DPs for registering nomination.
- iii). Non-Resident Indian members are requested to inform RTA/ respective DPs, immediately of:
 - a) Change in their residential status on return to India for permanent settlement.
 - b) Particulars of their bank account maintained in India with complete name, branch, account type, account number and address of the bank with pin code number, if not furnished earlier.
- iv) Members holding shares in electronic form may note that bank particulars registered against their respective depository accounts will be used by the Company for payment of dividend. The Company or its Registrars and Transfer Agents i.e. XL Softech Systems Limited cannot act on any request received directly from the members holding shares in electronic form for any change of bank particulars or bank mandates. Such changes are to be advised only to the Depository Participant by the member(s).
- v). Members holding shares in electronic form are requested to intimate immediately any change in their address or bank mandates to their Depository Participants with whom they are maintaining their Demat accounts. Members holding shares in physical form are requested to advise any change in their address or bank mandates immediately to the Company / RTA.
- vi). Pursuant to Section 101 and Section 136 of the Companies Act, 2013 read with relevant Rules made there under, Companies can serve Annual Reports and other communications through electronic mode to those members who have registered their e-mail address either with the Company or with the Depository. Those members, who desire to receive notice / documents through e-mail, are requested to communicate their e-mail ID and changes thereto from time to time to his/ her Depository Participant / the Company's Registrar & Share Transfer Agent as the case may be. Members who have not registered their e-mail address either with the Company or with the Depository are requested to register as soon as possible.
- vii). Members are requested to follow the process detailed below and intimate changes, if any, pertaining to their name, postal address, e-mail address, telephone/mobile numbers, Permanent Account Number (PAN), mandates, nominations, power of attorney, bank details such as, name of the bank and branch details, bank account number, MICR code, IFSC code, etc.



Type of holder	Process to be followed
Physical	For availing the following investor services, send a written request in the prescribed forms to the RTA of the Company, XL Softech Systems Limited at xlfield@gmail.com
	Form for availing investor services to register PAN, email address, bank details and other KYC details or changes / update thereof for securities held in physical mode
	Update of signature of securities holder
	For nomination as provided in the Rules 19 (1) of Companies (Share capital and debenture) Rules, 2014
	Declaration Form for Opting-out of Nomination
	Cancellation or Variation of Nomination
	Form for requesting issue of Duplicate Certificate and other service requests for shares / debentures / bonds, etc., held in physical form
	The forms for updating the above details are available on the website of the company at https://www.bhagirad.com/
Demat	Please contact your DP and register your email address, bank account details in your demat account, as per the process advised by your DP.

Members may also note that the 32nd Annual Report for the financial year 2024-25, will be available on the Company's website at <https://www.bhagirad.com/>. For any communication, the members may also send requests to the Company's investor email id: info@bhagirad.com.

INSTRUCTIONS FOR MEMBERS FOR ATTENDING THE AGM THROUGH VC/OAVM ARE AS UNDER:

1. Member will be provided with a facility to attend the AGM through VC/OAVM through the NSDL e-Voting system. Members may access by following the steps mentioned above for **Access to NSDL e-Voting system**. After successful login, you can see link of "VC/OAVM" placed under "**Join meeting**" menu against company name.
2. You are requested to click on VC/OAVM link placed under Join Meeting menu. The link for VC/OAVM will be available in Shareholder/Member login where the EVEN of Company will be displayed. Please note that the members who do not have the User ID and Password for e-Voting or have forgotten the User ID and Password may retrieve the same by following the remote e-Voting instructions mentioned in the notice to avoid last minute rush.
3. Members of the Company holding shares either in physical form or in electronic form as on the cut-off date i.e. Thursday August 14, 2025, may cast their vote by remote e-Voting. A person who is not a Member as on the cut-off date should treat this Notice for information purpose only. A person whose name is recorded in the Register of Members or in the Register of Beneficial Owners maintained by the depositories as on the cut-off date only shall be entitled to avail the facility of remote e-Voting before the AGM as well as e-Voting during the AGM.
4. Any member(s) holding shares in physical form or non-individual member who acquires shares of the Company and becomes a member of the Company after dispatch of the Notice and holding shares as on the cut-off date i.e. Thursday August 14, 2025, may obtain the User ID and Password by sending a request at evoting@nsdl.co.in. However, if a person is already registered with NSDL for remote e-Voting then the Members can use their existing User ID and password for casting the vote.
5. Members will be provided with the facility for voting through electronic voting system during the VC/OAVM proceedings at the AGM and Members participating at the AGM, who have not cast their vote on the resolution(s) by remote e-Voting, will be eligible to exercise their right to vote on such resolution(s) upon announcement by the Chairperson. Members who have cast their vote on resolution(s) by remote e-Voting prior to the AGM will also be eligible to participate at the AGM through VC/OAVM but shall not be entitled to cast their vote on such resolution(s) again. Members who have voted on some of the resolutions during the said voting period are also eligible to vote on the remaining resolutions during the AGM. The e-Voting module on the day of the AGM shall be disabled by NSDL for voting within 15 minutes after the conclusion of the Meeting.
6. Members are encouraged to join the Meeting through Laptops for better experience.
7. Further Members will be required to allow Camera and use Internet with a good speed to avoid any disturbance during the meeting.
8. Please note that Participants Connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/Video loss due to Fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.
9. Shareholders who would like to express their views/have questions may send their questions in advance mentioning their name, demat account number/folio number, email id, mobile number at cs@bhagirad.com. The same will be replied by the company suitably.

In case of Individual Shareholder holding securities in dematerialized mode and who acquires shares of the Company and becomes a Member of the Company after dispatch of the Notice and holds shares in demat mode as on the cut-off date may follow the steps mentioned under 'Login method for e-Voting and joining virtual meeting for individual shareholders holding securities in demat mode.



10. Shareholders who would like to express their views/ ask questions during the meeting may register themselves as speakers by sending their request in advance at least 10 days prior to meeting, mentioning their name, Demat account number/folio number, email id, mobile number at company email id cs@bhagirad.com.
11. The shareholders who do not wish to speak during the AGM but have queries, may send their queries in advance 10 days prior to meeting mentioning their name, Demat account number/folio number, email id, mobile number at company email id cs@bhagirad.com These queries will be replied to by the company suitably by email.
12. Those shareholders who have registered themselves as speakers will only be allowed to express their views/ ask questions during the meeting. The Company reserves the right to restrict the number of speakers depending on the availability of time during the AGM.

INSTRUCTIONS FOR MEMBERS FOR REMOTE E-VOTING

1. Pursuant to the General Circular No. 09/2024 dated September 19, 2024, issued by the Ministry of Corporate Affairs (MCA) and circular issued by SEBI vide circular no. SEBI/ HO/ CFD/ CFDPoD-2/ P/ CIR/ 2024/ 133 dated October 3, 2024 ("SEBI Circular") and other applicable circulars and notifications issued (including any statutory modifications or re-enactment thereof for the time being in force and as amended from time to time, companies are allowed to hold AGM through Video Conferencing (VC) or other audio visual means (OAVM), without the physical presence of members at a common venue. In compliance with the said Circulars, AGM shall be conducted through VC / OAVM.
2. Pursuant to the Circular No. 14/2020 dated April 08, 2020, issued by the Ministry of Corporate Affairs, the facility to appoint proxy to attend and cast vote for the members is not available for this AGM. However, the Body Corporates are entitled to appoint authorised representatives to attend the AGM through VC/OAVM and participate there at and cast their votes through e-voting.
3. The Members can join the AGM in the VC/OAVM mode 15 minutes before and after the scheduled time of the commencement of the Meeting by following the procedure mentioned in the Notice. The facility of participation at

the AGM through VC/OAVM will be made available for 1000 members on first come first served basis. This will not include large Shareholders (Shareholders holding 2% or more shareholding), Promoters, Institutional Investors, Directors, Key Managerial Personnel, the Chairpersons of the Audit Committee, Nomination and Remuneration Committee and Stakeholders Relationship Committee, Auditors etc. who are allowed to attend the AGM without restriction on account of first come first served basis.

4. The attendance of the Members attending the AGM through VC/OAVM will be counted for the purpose of reckoning the quorum under Section 103 of the Companies Act, 2013.
5. Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 (as amended) the Secretarial Standard on General Meetings (SS-2) issued by the ICSI and Regulation 44 of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015 (as amended), and the Circulars issued by the Ministry of Corporate Affairs from time to time, the Company is providing facility of remote e-Voting to its Members in respect of the business to be transacted at the AGM. For this purpose, the Company has entered into an agreement with National Securities Depository Limited (NSDL) for facilitating voting through electronic means, as the authorized agency. The facility of casting votes by a member using remote e-Voting system as well as e-voting on the date of the AGM will be provided by NSDL.
6. In line with the Ministry of Corporate Affairs (MCA) Circular No. 17/2020 dated April 13, 2020, the Notice calling the AGM has been uploaded on the website of the Company at <https://bhagirad.com/>. The Notice can also be accessed from the websites of the Stock Exchanges i.e. BSE Limited and National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively and the AGM Notice is also available on the website of NSDL (agency for providing the Remote e-Voting facility) i.e. www.evoting.nsdl.com.
7. AGM has been convened through VC/OAVM in compliance with applicable provisions of the Companies Act, 2013, read with MCA Circular issued from time to time.

**THE INSTRUCTIONS FOR MEMBERS FOR REMOTE E-VOTING AND JOINING GENERAL MEETING ARE AS UNDER:-**

The remote e-voting period begins on Monday, August 18, 2025 at 09:00 A.M. and ends on Thursday, August 21, 2025 at 05:00 P.M. The remote e-voting module shall be disabled by NSDL for voting thereafter. The Members, whose names appear in the Register of Members / Beneficial Owners as on the record date (cut-off date) i.e. Thursday, August 14, 2025, may cast their vote electronically. The voting right of shareholders shall be in proportion to their share in the paid-up equity share capital of the Company as on the cut-off date, being Thursday, August 14, 2025.

How do I vote electronically using NSDL e-Voting system?

The way to vote electronically on NSDL e-Voting system consists of "Two Steps" which are mentioned below:

Step 1: Access to NSDL e-Voting system**A) Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode**

In terms of SEBI circular dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.

Login method for Individual shareholders holding securities in demat mode is given below:

Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with NSDL.	<ol style="list-style-type: none">For OTP based login you can click on https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp. You will have to enter your 8-digit DP ID, 8-digit Client Id, PAN No., Verification code and generate OTP. Enter the OTP received on registered email id/mobile number and click on login. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.Existing IDeAS user can visit the e-Services website of NSDL Viz. https://eservices.nsdl.com either on a Personal Computer or on a mobile. On the e-Services home page click on the "Beneficial Owner" icon under "Login" which is available under 'IDeAS' section, this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-Voting services under Value added services. Click on "Access to e-Voting" under e-Voting services and you will be able to see e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be re-directed to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.If you are not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select "Register Online for IDeAS Portal" or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jspVisit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/ Member' section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.Shareholders/Members can also download NSDL Mobile App "NSDL Speede" facility by scanning the QR code mentioned below for seamless voting experience.

NSDL Mobile App is available on





Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with CDSL	<p>1. Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The users to login Easi /Easiest are requested to visit CDSL website www.cDSLindia.com and click on login icon & New System Myeasi Tab and then user your existing easi username & password.</p> <p>2. After successful login the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the evoting is in progress as per the information provided by company. On clicking the evoting option, the user will be able to see e-Voting page of the e-Voting service provider for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting. Additionally, there is also links provided to access the system of all e-Voting Service Providers, so that the user can visit the e-Voting service providers' website directly.</p> <p>3. If the user is not registered for Easi/Easiest, option to register is available at CDSL website www.cDSLindia.com and click on login & New System Myeasi Tab and then click on registration option.</p> <p>4. Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a e-Voting link available on www.cDSLindia.com home page. The system will authenticate the user by sending OTP on registered Mobile & Email as recorded in the Demat Account. After successful authentication, user will be able to see the e-Voting option where the evoting is in progress and also able to directly access the system of all e-Voting Service Providers.</p>
Individual Shareholders (holding securities in demat mode) login through their depository participants	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. upon logging in, you will be able to see e-Voting option. Click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. NSDL and CDSL.

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.com or call at 022 - 4886 7000
Individual Shareholders holding securities in demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at toll free no. 1800-21-09911

B) Login Method for e-Voting and joining virtual meeting for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode.

How to Log-in to NSDL e-Voting website?

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section.
3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen.

Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at <https://eservices.nsdl.com/> with your existing IDEAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.



4. Your User ID details are given below :

Manner of holding shares i.e. Demat (NSDL or CDSL) Your User ID is: or Physical	
a) For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12***** then your user ID is 12*****.
c) For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 101456 then user ID is 101456001***

5. Password details for shareholders other than Individual shareholders are given below:

- If you are already registered for e-Voting, then you can user your existing password to login and cast your vote.
- If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.
- How to retrieve your 'initial password'?
 - If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'.
 - If your email ID is not registered, please follow steps mentioned below in **process for those shareholders whose email ids are not registered**.

6. If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:

- Click on "**Forgot User Details/Password?**"(If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com.
- Physical User Reset Password?**" (If you are holding shares in physical mode) option available on www.evoting.nsdl.com.
- If you are still unable to get the password by aforesaid two options, you can send a request at evoting@nsdl.com mentioning your demat account number/folio number, your PAN, your name and your registered address etc.
- Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.

7. After entering your password, tick on Agree to "Terms and Conditions" by selecting on the check box.

8. Now, you will have to click on "Login" button.

9. After you click on the "Login" button, Home page of e-Voting will open.

Step 2: Cast your vote electronically and join General Meeting on NSDL e-Voting system.

How to cast your vote electronically and join General Meeting on NSDL e-Voting system?

- After successful login at Step 1, you will be able to see all the companies "EVEN" in which you are holding shares and whose voting cycle and General Meeting is in active status.
- Select "EVEN" of company for which you wish to cast your vote during the remote e-Voting period and casting your vote during the General Meeting. For joining virtual meeting, you need to click on "VC/OAVM" link placed under "Join Meeting".
- Now you are ready for e-Voting as the Voting page opens.
- Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.
- Upon confirmation, the message "Vote cast successfully" will be displayed.
- You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
- Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

General Guidelines for shareholders

- Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to corporateadvocatejagan@gmail.com with a copy marked to evoting@nsdl.com. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) can also upload their Board Resolution / Power of Attorney / Authority Letter etc. by clicking on "Upload Board Resolution / Authority Letter" displayed under "e-Voting" tab in their login.



2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the "Forgot User Details/Password?" or "Physical User Reset Password?" option available on www.evoting.nsdl.com to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of www.evoting.nsdl.com or call on.: 022 - 4886 7000 or send a request to (Mr. Swapneel Puppala) at evoting@nsdl.com.

Process for those shareholders whose email ids are not registered with the depositories for procuring user id and password and registration of e mail ids for e-voting for the resolutions set out in this notice:

1. In case shares are held in physical mode please provide Folio No., Name of shareholder, scanned copy of the share certificate (front and back), PAN (self attested scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) by email to cs@bhagirad.com.
2. In case shares are held in demat mode, please provide DPID-CLID (16 digit DPID + CLID or 16 digit beneficiary ID), Name, client master or copy of Consolidated Account statement, PAN (self attested scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) to cs@bhagirad.com. If you are an Individual shareholders holding securities in demat mode, you are requested to refer to the login method explained at **step 1 (A) i.e. Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode.**

3. Alternatively shareholder/members may send a request to evoting@nsdl.com for procuring user id and password for e-voting by providing above mentioned documents.
4. In terms of SEBI circular dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are required to update their mobile number and email ID correctly in their demat account in order to access e-Voting facility.

THE INSTRUCTIONS FOR MEMBERS FOR e-VOTING ON THE DAY OF THE AGM ARE AS UNDER:-

1. The procedure for e-Voting on the day of the AGM is same as the instructions mentioned above for remote e-voting.
2. Only those Members/ shareholders, who will be present in the AGM through VC/OAVM facility and have not casted their vote on the Resolutions through remote e-Voting and are otherwise not barred from doing so, shall be eligible to vote through e-Voting system in the AGM.
3. Members who have voted through Remote e-Voting will be eligible to attend the AGM. However, they will not be eligible to vote at the AGM.
4. The details of the person who may be contacted for any grievances connected with the facility for e-Voting on the day of the AGM shall be the same person mentioned for Remote e-voting.





EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013

The following explanatory Statement sets out all the material facts relating to the Special Business mentioned in Item No. 4 to 9 of the Notice of 32nd Annual General Meeting:

Item No. 4.

To ratify the remuneration of Cost Auditors for the financial year 2025-26

The Board of Directors of the Company, on the recommendation of the Audit Committee, at its meeting held on May 28, 2025, has approved the appointment of M/s. Sagar & Associates, Cost accountants (FRN: 000118), Hyderabad, to conduct the Cost audit of the Company for the Financial Year 2025-26 at a remuneration of ₹1,00,000/- (Rupees One Lakh) excluding applicable taxes and reimbursement of actual out of pocket expenses in performance of their duties.

In terms of the provisions of Section 148(3) of the Companies Act, 2013 read with Rule 14(a) of the Companies (Audit and Auditors) Rules, 2014, the remuneration payable to the Cost Auditor has to be ratified by the Members of the Company. Accordingly, consent of the Members is sought for the ratification of the remuneration payable to the Cost Auditors for the Financial Year 2025-26 as approved by the Board of Directors on the recommendation of the Audit Committee.

Accordingly, consent of the members is sought for item no. 4 of this notice by way of an Ordinary Resolution for ratification of the remuneration payable to the Cost Auditors for the financial year 2025-26.

None of the Directors or the Key Managerial Personnel of the Company and/or their relatives are in any way concerned or interested financially or otherwise, in the resolution as set out in item no. 4 of this notice.

Item No.5

Appointment of M/s Puttaparthi Jagannatham & Co. Company Secretaries, (Peer Review Certificate: 1158/2021) as the Secretarial Auditors of the Company for a term of 5 consecutive years

Pursuant to Section 204 of the Companies Act, 2013 ('the Act') the Company has to annex to its Board's Report a Secretarial Audit Report given by a practicing company secretary in the format as may be prescribed. Further, Section 179 of the Act read with Rule 8 of the Companies (Meetings of Board and its Powers) Rules, 2014 provide that the appointment of Secretarial Auditor shall be made by the Board at the meeting of the Board. Accordingly, the Board of Directors of the Company had appointed Mr. Y. Ravi Prasada Reddy, (M. No: FCS 5783, CP No: 5360), Proprietor of M/s RPR & Associates, Practicing Company Secretaries, as the Secretarial Auditor of the Company for the Financial Year 2024-25 to undertake the secretarial audit for the financial year 2024-25. The Secretarial Audit Report issued by M/s RPR & Associates, Practicing Company Secretaries for FY 2024-25 is provided with this report.

SEBI vide its notification dated December 12, 2024 amended Regulation 24A of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 (the Listing Regulations) the Amended regulation read with the SEBI Circular No. SEBI/HO/CFD/CFD-POD-2/CIR/P/2024/185 dated December 31, 2024 (the Circular) have inter-alia prescribed the term of appointment/re-appointment, eligibility, qualifications and disqualifications of Secretarial Auditor of a Listed Company.

As per the amended Regulation 24A of the Listing Regulations, the Company and its material unlisted subsidiary company incorporated in India are required to undertake Secretarial Audit by a Secretarial Auditor who shall be a Peer Reviewed Company Secretary and annex a Secretarial Audit Report in such form as specified by SEBI, with the annual report of the Company.

Pursuant to the amended Regulation 24A of the Listing Regulations, w.e.f. 01st April, 2025, every Listed Company on the basis of recommendation of board of directors, shall appoint or re-appoint:

- i. an individual as Secretarial Auditor for not more than one term of five consecutive years; or
- ii. a Secretarial Audit firm as Secretarial Auditor for not more than two terms of five consecutive years, with the approval of its shareholders in its Annual General Meeting

Since the existing Secretarial Auditors i.e. M/s RPR & Associates, Company Secretaries are associated with the company for more than 7 years, in order to ensure independence, quality of audits and as a good governance practice, it was proposed to change the Secretarial Auditor of the Company.

The company has interacted with various Secretarial Audit firms across Hyderabad and after considering the profile, experience and expertise of M/s Puttaparthi Jagannatham & Co (Peer Review Certificate No. 1158/2021), a firm of Company Secretaries in practice, the Board at its meeting held on May 28, 2025, approved and recommended to the Shareholders of the Company, the appointment of M/s Puttaparthi Jagannatham & Co (Peer Review Certificate No. 1158/2021), a firm of Company Secretaries in practice, Address: Flat No. 315, Bhanu Enclave, ESI, Hyderabad – 500 038, Telangana, as the Secretarial Auditors of the Company for a consecutive term of 5 years commencing from Financial Year 2025-26 to Financial Year 2029-30 ('the Term'), to conduct the Secretarial Audit of the company and issue the Secretarial Audit Report during their term of appointment as per the Listing Regulations and Section 204 of the Companies Act, 2013 and rules made thereof as amended from time to time, at a remuneration of ₹ 3,00,000 p.a including reimbursement of out of pocket expenses that may be incurred during the course of Audit, as reviewed and recommended by the Audit Committee. The revision in remuneration if any for subsequent years during their term may be determined by the Board as it deems fit and appropriate.



The Board of Directors have approved that in addition to issuing the Secretarial Audit Report, M/s Puttapparthi Jagannatham & Co, Secretarial Auditors shall also issue (i) Secretarial Compliance Report as per Regulation 24A of the SEBI (LO&DR) Regulations 2015 (ii) Certificate for Non-Disqualification of Directors as per Regulation 34(3), Schedule V Para C clause (10) (i) of the SEBI (LO&DR) Regulation, 2015 and such other certificates or reports or opinions which can be issued by the Secretarial Auditors under Applicable Laws during their term of appointment i.e. from Financial Year 2025-26 to Financial Year 2029-30 as amended from time to time.

Information as required under Regulation 36(5) of SEBI (LO&DR) Regulation, 2015 is provided below:

Terms of Appointment:

Consecutive term of 5 years commencing from Financial Year 2025-26 to Financial Year 2029-30

Proposed Fee:

Fee of ₹ 3,00,000 p.a. is proposed to be paid to M/s Puttapparthi Jagannatham & Co as the Secretarial Auditor of the company. The proposed fee of ₹ 3,00,000 p.a. exceeds the fee paid to the erstwhile Secretarial Auditor M/s RPR & Associates, by ₹ 60,000. The rationale for change in the fee as proposed to M/s Puttapparthi Jagannatham & Co is considering the experience, expertise, size of the firm, increase in the scope of audit, compliances and growth in the size and operations of the company.

Basis of recommendation for appointment:

The recommendations are based on the fulfilment of the eligibility criteria & qualification prescribed under the Companies Act, 2013 read Rules made thereunder and SEBI (LO&DR) Regulation, 2015 with regard to the Peer Review, secretarial audit, experience of the firm, capability, independent assessment, audit experience and also based on the evaluation of the quality of audit work done by them in the past.

Brief profile, Credentials of M/s. Puttapparthi Jagannatham & Co, Company Secretaries in practice:

Established in the year 1995, Puttapparthi Jagannatham & Co. (PJCo.) is a premier firm of Practicing Company Secretaries, duly registered with the Institute of Company Secretaries of India (ICSI). With its headquarters in Hyderabad and a regional office in Bangalore, the firm has garnered a good reputation as a full service governance and compliance advisory boutique, specializing in corporate legal frameworks, statutory compliances, and secretarial best practices.

The firm commands over 30 years of dedicated service in the field of Corporate Governance, Legal Due Diligence, Transaction Advisory, and Secretarial Audits, catering to a diverse client base that includes listed entities, multinational corporations, private equity-driven businesses, and promoter-led companies.

M/s. Puttapparthi Jagannatham & Co have given their consent to be appointed as Secretarial Auditors of the company for a term of 5 consecutive years. They have further confirmed that they are not disqualified to be appointed as Secretarial Auditors in term of provisions of the Companies Act, 2013, the Companies Secretaries Act, 1980 and Rules and Regulations made thereunder and the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 and SEBI Circular No. SEBI/ HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024 read with such other Circulars issued by SEBI.

The Board of Directors of material unlisted subsidiary i.e. Bheema Fine Chemicals Private Limited has also appointed M/s. Puttapparthi Jagannatham & Co as their Secretarial Auditors for a consecutive term of 5 years commencing from Financial Year 2025-26 to Financial Year FY 2029-30.

The Consent Letter and Peer Review Certificate received from M/s. Puttapparthi Jagannatham & Co, is available for inspection by the members in electronic form. The members seeking to inspect these documents may send an email to info@bhagirad.com.

Accordingly, consent of the members is sought for item no. 5 of this notice by way of a Special Resolution for Appointment of M/s Puttapparthi Jagannatham & Co. Company Secretaries, (Peer Review Certificate: 1158/2021) as the Secretarial Auditors of the Company for a term of 5 consecutive years.

None of the Directors or the Key Managerial Personnel of the Company and/or their relatives are in any way concerned or interested financially or otherwise, in the resolution as set out in item no. 5 of this notice.

Item No. 6

To approve the re-appointment of Sri. S. Chandra Sekhar (DIN: 00159543) as the Managing Director of the company for a term of five consecutive years along with revision in remuneration payable to Sri. S. Chandra Sekhar

The members are informed that on the recommendation of the Nomination and Remuneration Committee, the Board in its meeting held on 23.06.2020 and the shareholders at the 27th Annual General Meeting (AGM) held on Friday, September 04, 2020, pursuant to the provisions of Sections 196, 197, 198, 201 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 ("Act") the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) approved the re-appointment of Mr. S. Chandra Sekhar (DIN: 00159543) as Managing Director of the Company, for a period of five years effective from June 01, 2020 to May 31, 2025 with revision in remuneration for a period of three years effective from June 01, 2020 to May 31, 2023.

Further, the members are requested to recall that on the recommendation of the Nomination and Remuneration Committee, the Board, at its meeting held on May 26, 2022 and the shareholders at the 29th Annual General Meeting (AGM) held on Friday, August 12, 2022, approved the revision in the payment of his remuneration on the terms and conditions as mentioned below for a period from 01.06.2022 to 31.05.2024.

Terms and Conditions

Gross Salary	₹ 1,44,00,000 (i.e. ₹12, 00, 000 / Per month)
Provident Fund	₹ 10,36,800
Gratuity, Leave	As applicable to the employees of the Company
Commission	1.5 % of Net Profit
Health Insurance cover	Health Insurance cover of ₹ 20 Lakhs for self and family and reimbursement of hospitalization expenses exceeding the amount paid by the insurer



- Where if in any Financial Year, during the period from 01.06.2022 to 31.05.2024, the Company has no profits or profits are inadequate, the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

The members are further informed that at the 31st Annual General Meeting (AGM) held on Friday, August 09, 2024, the members approved the payment of remuneration to Mr. S. Chandra Sekhar, Managing Director of the Company as existing till 31.05.2024 as aforesaid, for the remaining period of his term of appointment also i.e. with effect from June 01, 2024 to May 31, 2025, based on the recommendation of the Nomination and Remuneration Committee and the Board in its meeting held on 24.05.2024.

The members are informed that the term of appointment of Mr. S. Chandra Sekhar, as Managing Director of the company shall expire on May 31, 2025.

In view of the above and considering the contribution of Mr. S. Chandra Sekhar as the Managing Director of the company and the progress made by the Company under his leadership and guidance, and on the recommendation of the Nomination and Remuneration Committee, the Board, at its meeting held on May 28, 2025, approved and recommended to the members the re-appointment of Mr. S. Chandra Sekhar (DIN: 00159543) as Managing Director of the Company, for a period of five years effective from June 01, 2025 to May 31, 2030 and to approve the payment of remuneration for a period from June 01, 2025 to May 31, 2028, on the terms and conditions as mentioned below, which in any financial year may exceed the limits specified in Section 197 and Schedule V of the Act and the Listing Regulations and if in any Financial Year, during the period from June 01, 2025 to May 31, 2028, if the Company has no profits or if profits are inadequate, the aforesaid remuneration or such remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration to Sri. S. Chandra Sekhar, as a Managing Director of the company and the approval accorded herein shall also be deemed to be the approval by way of special resolution as contemplated under Section 197 read with Schedule V of the Act and Regulation 17(6)(e) of the SEBI Listing Regulations, as may be applicable.

Terms and Conditions:

(₹ in Lakhs)	
Gross Salary (per month)	₹ 15.91
Gross Salary (per annum)	₹190.91
Provident Fund	₹ 11.45
Salary (Per Annum) - Total	₹202.37
Gratuity, Leave	As applicable to the employees of the Company
Commission	1.5 % of Net Profit
Health Insurance cover	Health Insurance cover of ₹ 20 Lakhs for self and family and reimbursement of hospitalization expenses exceeding the amount paid by the insurer

- Where if in any Financial Year, during the period from June 01, 2025 to May 31, 2028, the Company has no profits or if profits are inadequate, the aforesaid remuneration or such remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

The aforesaid remuneration shall be payable to Sri. S. Chandra Sekhar, Managing Director of the company for a period from June 01, 2025 to May 31, 2028, even if it exceeds 5% of the Net Profits of the company in any financial year calculated under section 198 of the Companies Act, 2013, limits as prescribed under Section 197 of the Companies Act, 2013 read with rules made thereunder as amended from time to time and the total managerial remuneration payable to all the executive director(s), Managing Director, whole-time director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 10% of net profits and overall managerial remuneration payable to all Directors including Executive Directors, Managing Director, Whole- time Director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 11% of net profits of the Company computed in the manner as laid down in Section 198 read with Schedule V of the Companies Act, 2013".

The company has not defaulted in payment of dues to any bank or public financial institution or any other secured creditor.

**Statement containing additional information as required under Schedule V of the Companies Act, 2013:****I General Information**

1. Nature of Industry	Agro Chemicals Industry
2. Date of commencement of commercial production	The Company is in operation since 1993
3. In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus	Not Applicable
4. Financial performance based on given indicators	Performance for F.Y. 2024-25: Sales Revenue: ₹ 43,635.74 lakhs Profit after Tax: ₹ 2,739.03. lakhs EPS: ₹ 2.25
5. Foreign investments or collaborations, if any:	Nil

II Information about the appointee

1. Background details	Singavarapu Chandrasekhar has been at the helm of company affairs since June 2012. He holds a master's degree in chemical engineering from the University of Illinois, Chicago. He joined the R&D department of the Company on completion of his education in the year 2002. Besides ably managing the affairs of the Company as MD, he has also been instrumental in developing / improving a significant number of non-infringing processes for the products already commercialized by the Company and for those in the pipeline.	
2. Past remuneration	Gross Salary ₹ 1,44,00,000 (i.e. ₹12, 00, 000 / Per month) Provident Fund ₹ 10,36,800 Gratuity, Leave As applicable to the employees of the Company Commission 1.5 % of Net Profit Health Insurance cover Health Insurance cover of ₹ 20 Lakhs for self and family and reimbursement of hospitalization expenses exceeding the amount paid by the insurer	
3. Recognition or awards:	-	
4. Job profile and his suitability	Sri. S. Chandra Sekhar has been associated with the company since the year 2002 in various capacities including as the Head of the DSIR recognized R&D department. He was appointed as the Managing Director of the Company in the year 2012. The company has about 20 products in its product basket. Some of the complex process technologies for the company's products have been developed under his guidance and participation.	
5. Remuneration proposed	The following remuneration is proposed for a period of 3 years i.e. from 01.06.2025 to 31.05.2028: (₹ in Lakhs)	
	Gross Salary (per month) ₹ 15.91 Gross Salary (per annum) ₹190.91 Provident Fund ₹ 11.45 Salary (Per Annum) - Total ₹202.37 Gratuity, Leave As applicable to the employees of the Company Commission 1.5 % of Net Profit Health Insurance cover Health Insurance cover of ₹ 20 Lakhs for self and family and reimbursement of hospitalization expenses exceeding the amount paid by the insurer	
	- Where if in any Financial Year, during the period from June 01, 2025 to May 31, 2028, the Company has no profits or if profits are inadequate, the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".	



6.	Comparative remuneration profile The executive remuneration in the industry is on the rise. The 'Nomination and Remuneration with respect to industry, size of the Committee' constituted by the Board in terms of the Companies Act, 2013 and the SEBI company profile of the position and (Listing Obligations and Disclosure Requirements) Regulations, 2015 perused remuneration person (in case of expatriates the of managerial persons prevalent in the industry and other companies comparable with the relevant details would be with respect size of the Company; industry benchmarks in general; financial position of the Company; past to the country of his origin)	performance, past remuneration, profile and responsibilities of Mr. S. Chandra Sekhar, before approving the remuneration as proposed herein before.
7.	Pecuniary relationship directly or indirectly with the company, or Non-Executive Non Independent Director in the company. Except this, Sri. S. Chandra Sekhar relationship with the managerial personnel, if any	Sri. S. Chandra Sekhar is the promoter of the company. He is the spouse of Smt. S. Lalitha Sree, Non-Executive Non Independent Director in the company. Except this, Sri. S. Chandra Sekhar does not have any pecuniary relationship with the Company other than the above.

III. Other Information:

1.	Reasons of loss or inadequate profits	The remuneration is proposed for a period of 3 years i.e from 01.06.2025 to 31.05.2028. The future trend in the profitability will largely depend on business environment in the domestic and global markets, cost of inputs and general state of economy as a whole. Therefore, the limits specified under Section 197(1) read with Schedule V of the Companies Act 2013 and the Listing Regulations, may be exceeded during aforesaid period i.e. from 01.06.2025 to 31.05.2028.
2.	Steps taken or proposed to be taken for improvement	All adequate steps, as may be necessary will be taken by the Company for improving productivity and profits like bringing efficiency in operations, reduction of costs, focusing on geographic expansion of its business, adding new customers base etc.
3.	Expected increase in productivity and profits in measurable terms	In view of the steps taken by the Company as stated above, the Company believes that there will be significant increase in productivity and profitability in the years to come.

Accordingly, consent of the members is sought for item no. 6 of this notice by way of a Special Resolution.

Except Sri. S. Chandra Sekhar, Managing Director of the company and Smt. S. Lalitha Sree, Non - Executive Non Independent Director and their relatives, None of the Directors or the Key Managerial Personnel of the Company and/or their relatives are in any way concerned or interested financially or otherwise, in the resolution as set out in item no. 6 of this notice.

Item No. 7**To approve the re-appointment of Dr. Gudipati Aruna (DIN: 08978947), as a Non-Executive Independent Director of the Company for a second term of five consecutive years**

The members are informed that Dr. Gudipati Aruna (DIN: 08978947) was appointed as an Non Executive Independent Woman Director of the Company pursuant to Section 149 of the Companies Act, 2013, ("Act") read with the Companies (Appointment and Qualification of Directors) Rules, 2014, by the Members at the 28th Annual General Meeting (AGM) of the Company held on Tuesday, August 10, 2021 for a term of 5 consecutive years with effect from December 4, 2020. In terms of her appointment as a Non-Executive Independent Woman Director of the company, she is due for retirement on December 3, 2025.

The Nomination and Remuneration Committee, after evaluating her performance and considering her knowledge, experience, expertise and her contribution to the Board deliberations during her first term, had recommended to the Board her re-appointment as a Non-Executive Independent Director of the Company for the second term of 5 consecutive years. The Board, at its meeting held on May 28, 2025 has recommended the re-appointment of Dr. Gudipati Aruna (DIN: 08978947) as a Non- Executive Independent Woman Director of the company for second term of 5 consecutive years, effective immediately after expiry of her current term on December 3, 2025,

i.e. commencing from December 04, 2025, till December 3, 2030 (both days inclusive), who shall not be liable to retire by rotation.

Further, the Company has received from Dr. Gudipati Aruna (i) consent to act as a director in Form DIR-2, pursuant to Rule 8 of the Companies (Appointment and Qualification of Directors) Rules, 2014; (ii) Intimation in Form DIR-8 in terms of the Companies (Appointment and Qualification of Directors) Rules, 2014, to the effect that she is not disqualified under Section 164 of the Act, and (iii) a declaration to the effect that she meets the criteria of independence as provided under Section 149(6) of the Act. The Company has also received a notice in writing under Section 160 of the Act, proposing her candidature for the office of the Director of the Company. Hence, in the opinion of the Board, Dr. Gudipati Aruna fulfils all the conditions as specified in the Act, rules made thereunder and Listing Regulations for her re-appointment as an Independent Director of the Company.

A copy of the draft letter for the re-appointment of Dr. Gudipati Aruna setting out the terms and conditions is available for electronic inspection.

Dr. Gudipati Aruna shall be entitled to receive sitting fees for attending the meetings of the Board or any committees thereof as detailed in the letter of appointment to be issued to Dr. Gudipati Aruna, and as may be determined by the Board from time to time.

The details seeking re-appointment of Dr. Gudipati Aruna as a Non-Executive Independent Director of the Company at the 32nd Annual General Meeting are provided in Annexure 3. – Information about Director.

Accordingly, consent of the members is sought for item no. 7 of this notice by way of a Special Resolution for re-appointment of Dr. Gudipati Aruna as a Non-Executive Independent Director of the Company.



Except Dr. Gudipati Aruna and her relatives, none of the other Directors or Key Managerial Personnel of the Company and/or their relatives are concerned or interested, financially or otherwise, in the resolution as set out in item no. 7 of this notice.

Item No. 8

To approve the re-appointment of Sri Kishor Shah (DIN: 00193288) as a Non-Executive Independent Director of the Company for a second term of five consecutive years

The members are informed that Sri. Kishor Shah (DIN: 00193288) was appointed as an Non Executive Independent Director of the Company pursuant to Section 149 of the Companies Act, 2013, read with the Companies (Appointment and Qualification of Directors) Rules, 2014, by the Members at the 28th Annual General Meeting (AGM) of the Company held on Tuesday, August 10, 2021 for a term of 5 consecutive years with effect from September 14, 2020. In terms of his appointment as a Non-Executive Independent Director of the company, he is due for retirement on September 13, 2025.

The members are further informed that the Board, by way of resolution by circulation on Wednesday, December 11, 2024, appointed Sri Kishor Shah (DIN: 00193288) as a Regular Non-Executive Chairperson of the Board and the Company with effect from December 14, 2024 till September 13, 2025 in terms of the provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013 as amended from time to time.

The Nomination and Remuneration Committee, after evaluating his performance and considering his knowledge, experience, expertise and his contribution to the Board deliberations during his first term, had recommended to the Board his reappointment as a Non-Executive Independent Director of the Company for the second term of 5 consecutive years. The Board, at its meeting held on May 28, 2025, has recommended the re-appointment of Sri Kishor Shah as a Non-Executive Independent Director of the company for the second term of 5 consecutive years, effective immediately after expiry of his current term on September 13, 2025, i.e. commencing from September 14, 2025 to September 13, 2030 (both days inclusive), who shall not be liable to retire by rotation, besides being appointed as Regular Non-Executive Chairperson of the Board and the Company till September 13, 2025.

Further, the Company has received from Sri Kishor Shah (i) consent to act as a director in Form DIR-2, pursuant to Rule 8 of the Companies (Appointment and Qualification of Directors) Rules, 2014; (ii) Intimation in Form DIR-8 in terms of the Companies (Appointment and Qualification of Directors) Rules, 2014, to the effect that he is not disqualified under Section 164 of the Act, and (iii) a declaration to the effect that he meets the criteria of independence as provided under Section 149(6) of the Act. The Company has also received a notice in writing under Section 160 of the Act, proposing his candidature for the office of the Director of the Company. Hence, in the opinion of the Board, Sri Kishor Shah fulfils all the conditions as specified in the Act, rules made thereunder and Listing Regulations for his re-appointment as an Independent Director of the Company.

A copy of the draft letter for the re-appointment of Sri Kishor Shah setting out the terms and conditions is available for electronic inspection.

Sri. Kishor Shah shall be entitled to receive sitting fees for attending the meetings of the Board or any committees thereof as detailed in the letter of appointment to be issued to Sri Kishor Shah, and as may

be determined by the Board from time to time.

The details seeking re-appointment of Sri Kishor Shah as a Non-Executive Independent Director of the Company at the 32nd Annual General Meeting is provided in Annexure 4. – Information about Director.

Accordingly, consent of the members is sought for item no. 8 of this notice by way of a Special Resolution for re-appointment of Sri Kishor Shah as a Non-Executive Independent Director of the Company.

Except Sri Kishor Shah and his relatives, none of the other Directors or Key Managerial Personnel of the Company and/or their relatives are concerned or interested, financially or otherwise, in the resolution as set out in item no. 8 of this notice.

Item No. 9

To approve the revision in the payment of remuneration to Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director and Chief Executive Officer of the Company

The members are informed that, based on the recommendation of the Board, the shareholders of the company by way of postal ballot through remote e-voting on Thursday, October 26, 2023 (being last date of remote e-voting) appointed Sri. Arvind Kumar Anegondi (DIN: 03097192) as an Executive Director of the company for a period of 5 consecutive years with effect from August 04, 2023 till August 03, 2028.

Further, based on the recommendation of the Board, the shareholders at the 31st Annual General Meeting (AGM) held on Friday, August 09, 2024, approved the revision in the payment of his remuneration on the terms and conditions as mentioned below for the Financial Year 2024-25.

Remuneration:

Particulars	Amount in ₹
Salary (Per Month)	7,50,000
Salary (Per Annum)	90,00,000
PF	5,40,000
Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company
Salary (Per Annum)	95,40,000
Commission	1% of PAT

- Where if during the Financial Year 2024-25, the Company has no profits or if profits are inadequate, the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

The members are informed that, after evaluating the performance of Sri. Arvind Kumar Anegondi and considering his knowledge, experience, expertise and his contribution to the organisation and the fact that he actively participates in the day to day activities of the company, oversees the marketing strategy, all sales plans, and tracks new product development, on the recommendation of the Nomination Committee, the Board of Directors at their meeting held on May 28, 2025, approved and recommended to the shareholders to accord their approval for the revision in the remuneration payable to Sri. Arvind Kumar Anegondi (DIN: 03097192) as an Executive Director and CEO of the company for a period of three financial years commencing from Financial Year 2025-26 (with effect from April 01, 2025) to Financial Year 2027-28 on the following terms and conditions:

**Remuneration:**

Particulars	₹ in Lakhs
Gross Salary (Per Month)	9.86
Gross Salary (Per Annum)	118.30
Provident Fund	7.10
Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company
Salary (Per Annum) - Total	125.40
Commission	1% Net Profit

- Where if during the period from Financial Year 2025-26 to Financial Year 2027-28, the Company has no profits or profits are inadequate, the aforesaid remuneration or such remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

The aforesaid remuneration shall be payable to Sri. Arvind Kumar Anegondi (DIN: 03097192) Executive Director and CEO of the company during the period from Financial Year 2025-26 to Financial Year 2027-28, even if it exceeds 5% of the Net Profits of the company in any financial year calculated under section 198 of the Companies Act, 2013, limits as prescribed under Section 197 of the Companies Act, 2013 read with rules made thereunder as amended from time to time and the total managerial remuneration payable to all the executive director(s), Managing Director, whole-time director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 10% of net profits and overall managerial remuneration payable to all Directors including Executive Directors, Managing Director, Whole- time Director, manager of the Company taken together in any financial year during the period of his tenure may exceed the limit of 11% of net profits of the Company computed in the manner as laid down in Section 198 read with Schedule V of the Companies Act, 2013."

The company has not defaulted in payment of dues to any bank or public financial institution or any other secured creditor.

Statement containing additional information as required in Schedule V of the Companies Act, 2013:**I General Information**

1. Nature of Industry	Agro Chemicals Industry
2. Date of commencement of commercial production	The Company is in operation since 1993
3. In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus	Not Applicable
4. Financial performance based on given indicators	Performance for F.Y. 2024-25: Sales Revenue: ₹ 43,635.74 lakhs Profit after Tax: ₹ 2,739.03. lakhs EPS: ₹ 2.25 *EPS is arrived considering face value of ₹ 1 per share (Post split)
5. Foreign investments or collaborations, if any:	Nil

II Information about the appointee

1. Background details	Sri. Anegondi Arvind Kumar is a B. Tech, M.S. (Chemical Engineering). He is a Post Graduate in Chemical Engineering from Indian Institute of Technology-Madras and has graduated in Chemical Engineering from Osmania University, Hyderabad. He was employed with Invensys India Private Limited in the year 2002 and worked on mathematical modelling and simulation of chemical plants. Later, he joined JC Biotech Private Limited in 2007, promoted by late Sri. S. Koteswara Rao and was involved in design and commissioning of the Fermentation Plant. In 2014, he joined Bhagiradha Chemicals & Industries Limited as Chief Operating Officer and was in charge of the day-to-day operations of the company and was involved in key decision making processes of the Company before he was elevated as the CEO of the Company by the Board on 14 th May 2019 and was appointed as Executive Director on August 04, 2023.
-----------------------	---



2. Past remuneration	<table border="1"> <thead> <tr> <th>Particulars</th><th>Amount in ₹</th></tr> </thead> <tbody> <tr> <td>Salary (Per Month)</td><td>7,50,000</td></tr> <tr> <td>Salary (Per Annum)</td><td>90,00,000</td></tr> <tr> <td>PF</td><td>5,40,000</td></tr> <tr> <td>Gratuity, Leave, Health Insurance Cover</td><td>As applicable to the employees of the Company</td></tr> <tr> <td>Salary (Per Annum)</td><td>95,40,000</td></tr> <tr> <td>Commission</td><td>1% of PAT</td></tr> </tbody> </table>	Particulars	Amount in ₹	Salary (Per Month)	7,50,000	Salary (Per Annum)	90,00,000	PF	5,40,000	Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company	Salary (Per Annum)	95,40,000	Commission	1% of PAT
Particulars	Amount in ₹														
Salary (Per Month)	7,50,000														
Salary (Per Annum)	90,00,000														
PF	5,40,000														
Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company														
Salary (Per Annum)	95,40,000														
Commission	1% of PAT														
3. Recognition or awards:	-														
4. Job profile and his suitability	Sri. A. Arvind Kumar is associated with the company since 2014 and he is in charge of the day-to-day operations of the company and oversees the marketing strategy, all sales plans, and tracks new product development.														
5. Remuneration proposed	<p>The following remuneration is proposed for a period of three financial years commencing from Financial Year 2025-26 (with effect from April 01, 2025) to Financial Year 2027-28:</p> <p>Remuneration:</p> <table border="1"> <thead> <tr> <th>Particulars</th><th>₹ in Lakhs</th></tr> </thead> <tbody> <tr> <td>Gross Salary (Per Month)</td><td>9.86</td></tr> <tr> <td>Gross Salary (Per Annum)</td><td>118.30</td></tr> <tr> <td>Provident Fund</td><td>7.10</td></tr> <tr> <td>Gratuity, Leave, Health Insurance Cover</td><td>As applicable to the employees of the Company</td></tr> <tr> <td>Salary (Per Annum) - Total</td><td>125.40</td></tr> <tr> <td>Commission</td><td>1% Net Profit</td></tr> </tbody> </table> <p>-Where if during the period from Financial Year 2025-26 to Financial Year 2027-28, the Company has no profits or profits are inadequate, the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".</p>	Particulars	₹ in Lakhs	Gross Salary (Per Month)	9.86	Gross Salary (Per Annum)	118.30	Provident Fund	7.10	Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company	Salary (Per Annum) - Total	125.40	Commission	1% Net Profit
Particulars	₹ in Lakhs														
Gross Salary (Per Month)	9.86														
Gross Salary (Per Annum)	118.30														
Provident Fund	7.10														
Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company														
Salary (Per Annum) - Total	125.40														
Commission	1% Net Profit														
6. Comparative remuneration profile with respect to industry, size of the company, profile of the position and person (in case of expatriates the relevant details would be with respect to the country of his origin)	The executive remuneration in the industry is on the rise. The 'Nomination and Remuneration Committee' constituted by the Board in terms of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 perused remuneration of managerial persons prevalent in the industry and other companies comparable with the size of the Company; industry benchmarks in general; financial position of the Company; past performance, past remuneration, profile and responsibilities of Mr. A. Arvind Kumar before approving the remuneration as proposed herein before.														
7. Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel, if any	Sri. A. Arvind Kumar is not related to any other Director and Key Managerial personnel of the Company and he has no pecuniary relationship directly or indirectly with the company, or relationship with any managerial personnel of the company.														

**III. Other Information:**

1. Reasons of loss or inadequate profits	The remuneration is proposed for a period of three financial years commencing from Financial Year 2025-26 (with effect from April 01, 2025) to Financial Year 2027-28, the future trend in the profitability will largely depend on business environment in the domestic and global markets, cost of inputs and general state of economy as a whole. Therefore, the limits specified under Section 197(1) read with Schedule V of the Companies Act 2013 and the Listing Regulations, may be exceeded during aforesaid period.
2. Steps taken or proposed to be taken for improvement	All adequate steps, as may be necessary will be taken by the Company for improving productivity and profits like bringing efficiency in operations, reduction of costs, adding new customers base etc.
3. Expected increase in productivity and profits in measurable terms	In view of the steps taken by the Company as stated above, the Company believes that there will be significant increase in productivity and profitability in the years to come.

Accordingly, consent of the members is sought for item no. 9 of this notice by way of a Special Resolution.

Except Sri. Arvind Kumar Anegondi, Executive Director and CEO of the company and his relatives, none of the other Directors or Key Managerial Personnel of the Company and/or their relatives are concerned or interested, financially or otherwise, in the resolution as set out in item no. 9 of this notice.

By Order of the Board of Directors
Bhagiradha Chemicals and Industries Limited

Registered Office:

Unit No.1011A, Level 1,
Sky One (Wing A), Prestige SkyTech,
Financial District,
Hyderabad, Telangana,
India, 500032
CIN: L24219TG1993PLC015963
Ph: 040-6544 0409
E-mail: info@bhagirad.com

Sharanya. M
Company Secretary & Compliance Officer
M. No: ACS-63438

Date: May 28, 2025

Place: Hyderabad

**ANNEXURE-1**

Information of Director seeking re-appointment under Section 152 of the Companies Act, 2013, Regulation 36(3) of the SEBI (Listing Obligations and Requirements) Regulations, 2015 and Secretarial Standard-2

Name of the Director	Sri. Anegondi Arvind Kumar
Director Identification Number	03097192
Date of Birth	10.04.1978
Age	47 years
Date of First Appointment on the Board	04.08.2023
A brief resume of the director/Qualifications	Sri. Anegondi Arvind Kumar is a B. Tech, M.S. (Chemical Engineering)
Nature of expertise in specific functional areas	Sri. Arvind Kumar Anegondi was appointed as a CEO of the company with effect from May 14, 2019. Sri. A. Arvind Kumar oversees the marketing strategy, all sales plans, and tracks new product development. In the past, he held the position of Chief Operating Officer of the company. He has been associated with the company for over ten years and he manages the overall affairs of the company as its CEO and is involved in the key decision making process of the company.
Disclosure of relationships between directors inter-se, Relationship with Manager and other Key Managerial Personnel of the Company	Sri. Arvind Kumar Anegondi is not related to any Directors, Manager and other Key Managerial Personnel of the Company
Names of listed entities/other entities in which the person also holds the directorship and the membership of the Committees of the board along with listed entities /other entities from which the person has resigned in the past three years .	<p>Directorship in other entities</p> <p>Advanced Transformation Facility Private Limited (CIN: Director U24230TG2020PTC143663)</p> <p>Bheema Fine Chemicals Private Limited (CIN: Director U24299TG2020PTC142050)</p> <p>*Sri. Arvind Kumar Anegondi is not a Director of any other listed entity as on 31.03.2025</p>
Shareholding of non-executive directors in the listed entity, including shareholding as a beneficial owner	Committee membership/chairmanship Bhagiradha Chemicals and Industries Limited (CIN: L24219TG1993PLC015963)
Shareholding in the Company	Risk Management Committee Member
Terms and conditions of appointment	*Sri Arvind Kumar Anegondi is not a Chairman/Member of the Committees of the Boards of other companies as on 31.03.2025
Remuneration last drawn	Not Applicable
Remuneration to be paid	Details given in Corporate governance report forming part of this Annual Report
Number of Meetings of the Board attended during the year	Details given in Explanatory Statement of this notice
	Sri. Arvind Kumar Anegondi attended all Five (5) board meetings held during the year. 5 No. of Board Meetings attended out of 5 No. of Board Meetings held during the year





Remuneration Proposed to be paid

The following remuneration is proposed for a period of three financial years commencing from Financial Year 2025-26 (with effect from April 01, 2025) to Financial Year 2027-28:

Remuneration:

Particulars	₹ in Lakhs
Gross Salary (Per Month)	9.86
Gross Salary (Per Annum)	118.30
Provident Fund	7.10
Gratuity, Leave, Health Insurance Cover	As applicable to the employees of the Company
Salary (Per Annum) - Total	125.40
Commission	1% Net Profit

- Where if during the period from Financial Year 2025-26 to Financial Year 2027-28, the Company has no profits or profits are inadequate, the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration"

*Directorship includes Directorship of other Indian Companies and Committee memberships includes Audit Committee, Stakeholder's Relationship Committee and other committees of Public Limited Company (Whether Listed or not).

-Information pertaining to remuneration paid to the Director who is being appointed/ re-appointed and the number of Board Meetings attended by the Director during the year 2024-25, have been provided in the Corporate Governance Report forming part of the Annual Report.

**ANNEXURE-2**

Information of Director seeking re-appointment under Section 152 of the Companies Act, 2013, Regulation 36(3) of the SEBI (Listing Obligations and Requirements) Regulations, 2015 and Secretarial Standard-2

Name of the Director	Sri. Singavarapu Chandra Sekhar			
Director Identification Number	00159543			
Date of Birth	19-12-1977			
Age	47 Years			
Date of First Appointment on the Board	27-07-2010			
A brief resume of the director/Qualifications	Sri. Singavarapu Chandra Sekhar is a Post Graduate in Chemical Engineering, University of Illinois, Chicago			
Nature of expertise in specific functional areas	Sri. Singavarapu Chandra Sekhar, has been at the helm of company affairs since June 2012. He holds a master's degree in chemical engineering from the University of Illinois, Chicago. He joined the R&D department of the Company on completion of his education in the year 2002. Besides ably managing the affairs of the Company as its Managing Director, he has also been instrumental in developing / improving a significant number of non-infringing and complex processes for the products commercialized by the Company and for those in the pipeline. He is one of the Promoter Directors.			
Disclosure of relationships between directors inter-se	Smt. S. Lalitha Sree, Non-Executive Director of the company is the Spouse of Sri. Singavarapu Chandra Sekhar.			
Relationship with Manager and other Key Managerial Personnel of the Company	Sri. Singavarapu Chandra Sekhar, is not related to any Manager or other Key Managerial Personnel of the Company.			
Names of listed entities/other entities in which the person also holds the directorship and the membership of Committees of the board along with listed entities /other entities from which the person has resigned in the past three years	<p>Directorship in other entities</p> <p>Bheema Fine Chemicals Private Limited (Wholly owned subsidiary of the company) (CIN: U24299TG2020PTC142050)</p> <p>Advanced Transformation Facility Private Limited (CIN: U24230TG2020PTC143663)</p>			
	*Sri. Singavarapu Chandra Sekhar is not a Director of any other listed entity except in the company as on 31/03/2025			
Committee membership/chairmanship				
Bhagiradha Chemicals and Industries Limited (CIN: L24219TG1993PLC015963)				
Audit Committee	Member			
Corporate Social Responsibility Committee	Member			
Stakeholders Relationship Committee	Member			
	*Sri. Singavarapu Chandra Sekhar is not a Chairman/Member of the Committees of the Board of other companies as on 31/03/2025			
Shareholding of non-executive directors in the listed entity, including shareholding as a beneficial owner	Smt. S. Lalitha Sree, Non-Executive Director holds 7,64,700 Equity Shares as on 31.03.2025			
Shareholding in the Company	Sri. Singavarapu Chandra Sekhar holds 1,67,27,740 Equity Shares as on 31/03/2025			
Terms and conditions of re-appointment	Re-appointed as Managing Director of the Company, for a period of five years effective from June 01, 2025 to May 31, 2030			
Remuneration last drawn	Details given in Corporate governance report forming part of this Annual Report			
Remuneration to be paid	Details given in Explanatory Statement of this notice			
Number of Meetings of the Board attended during the year	Sri. Singavarapu Chandra Sekhar attended all Five (5) board meetings held during the year. 5 No. of Board Meetings attended out of 5 No. of Board Meetings held during the year			





Remuneration Proposed to be paid

The following remuneration is proposed for a period of 3 years i.e. from 01/06/2025 to 31/05/2028:

Particulars	₹ in Lakhs
Gross Salary (per month)	₹ 15.91
Gross Salary (per annum)	₹190.91
Provident Fund	₹ 11.45
Salary (Per Annum) - Total	₹202.37
Gratuity, Leave	As applicable to the employees of the Company
Commission	1.5 % of Net Profit
Health Insurance cover	Health Insurance cover of ₹ 20 Lakhs for self and family and reimbursement of hospitalization expenses exceeding the amount paid by the insurer

- Where if in any Financial Year, during the period from June 01, 2025 to May 31, 2028, the Company has no profits or if profits are inadequate, the aforesaid remuneration or remuneration as may be approved by the Board of Directors of the Company from time to time based on the applicable rules and regulations, shall be paid as minimum remuneration".

*Directorship includes Directorship of other Indian Companies and Committee memberships includes Audit Committee, Stakeholder's Relationship Committee and other committees of Public Limited Company (Whether Listed or not).

-Information pertaining to remuneration paid to the Director who is being appointed/ re-appointed and the number of Board Meetings attended by the Director during the year 2024-25, have been provided in the Corporate Governance Report forming part of the Annual Report.

**ANNEXURE-3****Information of Director seeking re-appointment under Section 152 of the Companies Act, 2013, Regulation 36(3) of the SEBI (Listing Obligations and Requirements) Regulations, 2015 and Secretarial Standard-2**

Name of the Director	Dr. Gudipati Aruna	
Director Identification Number	08978947	
Date of Birth	01-01-1961	
Age	64 Years	
Date of First Appointment on the Board	04-12-2020	
A brief resume of the director/Qualifications	<p>Dr G. Aruna, did her B. Tech in Chemical Engineering from Osmania University, Hyderabad 1983 (first class with distinction) and M.S. in Chemical Engineering from Indian Institute of Science, Bangalore in 1987. She completed her Ph.D. in Chem. Engineering from Indian Institute of Sciences, Bangalore in 1993.</p>	
Nature of expertise in specific functional areas	<p>She has a professional experience of more than 30 years in Engineers India Limited and SABIC Research and Technology Pvt Ltd and Further, she has over 21 years of consultancy experience (post Ph.D.) in Process Design of Refinery Units, upstream of Petrochemical Industries, Oil and Gas Installations, Utilities and off-sites, Effluent Treatment Plants, HSE, Safety Studies (viz., HAZOP, Risk Analysis), Research and Development.</p>	
Disclosure of relationships between directors inter-se, Relationship with Manager and other Key Managerial Personnel of the Company	Dr. Gudipati Aruna is not related to any Directors, Manager or other Key Managerial Personnel of the Company	
Names of listed entities/other entities in which the person also holds the directorship and the membership of Committees of the board along with listed entities /other entities from which the person has resigned in the past three years	<p>Directorship in other entities</p> <p>Bheema Fine Chemicals Private Limited (Wholly owned subsidiary of the company) (CIN: U24299TG2020PTC142050)</p>	
	*Dr. G. Aruna is not a Director of any other listed entity except in the company as on 31/03/2025	
	<p>Committee membership/chairmanship</p> <p>Bhagiradha Chemicals and Industries Limited (CIN: L24219TG1993PLC015963)</p>	
	<p>Nomination & Remuneration Committee</p>	
	Member	
	Risk Management Committee	
	Chairman	
	*Dr. G. Aruna is not a Chairman/Member of the Committees of the Board of other companies as on 31/03/2025	
Shareholding of non-executive directors in the listed entity, including shareholding as a beneficial owner	Not Applicable	
Shareholding in the Company	NIL	
Terms and conditions of re-appointment	<p>Re-appointed as a Non- Executive Independent Woman Director of the company for second term of 5 consecutive years, effective immediately after expiry of her current term on December 3, 2025, i.e. commencing from December 04, 2025, till December 3, 2030 (both days inclusive)</p>	
Remuneration last drawn	Details given in Corporate governance report forming part of this Annual Report	
Remuneration to be paid	Dr. Gudipati Aruna shall be entitled to receive sitting fees for attending the meetings of the Board or any committees thereof.	
Number of Meetings of the Board attended during the year	5 No. of Board Meetings attended out of 5 No. of Board Meetings held during the year	
Remuneration Proposed to be paid	Will be entitled to Sitting Fees for attending the Board and Committee Meetings of the Company.	
In case of independent directors, the skills and capabilities required for the role and the manner in which the proposed person meets such requirements	Dr G. Aruna has been an Independent Director on the Board of the Company since December 04, 2020 and she has the required skills for handling the role of an Independent Director.	

*Directorship includes Directorship of other Indian Companies and Committee memberships includes Audit Committee, Stakeholder's Relationship Committee and other committees of Public Limited Company (Whether Listed or not).

-Information pertaining to remuneration paid to the Director who is being appointed/ re-appointed and the number of Board Meetings attended by the Director during the year 2024-25, have been provided in the Corporate Governance Report forming part of the Annual Report.



**ANNEXURE-4**

Information of Director seeking re-appointment under Section 152 of the Companies Act, 2013, Regulation 36(3) of the SEBI (Listing Obligations and Requirements) Regulations, 2015 and Secretarial Standard-2

Name of the Director	Sri. Kishor Shah	
Director Identification Number	00193288	
Date of Birth	06-02-1964	
Age	61 Years	
Date of First Appointment on the Board	14-09-2020	
A brief resume of the director/Qualifications	Sri. Kishor Shah, is a Fellow Member of the Institute of Chartered Accountants of India.	
Nature of expertise in specific functional areas	He has over 30 years of experience in various senior positions in Finance and Accounts. He was associated with Balrampur Chini Mills Limited for over 21 years and served as its Chief Financial Officer and also as a Board member for about 10 years. His areas of experience include Accounting, Financial Management, Treasury Management, foreign trade, Project Finance and Compliance Management with various statutory bodies.	
Disclosure of relationships between directors inter-se, Relationship with Manager and other Key Managerial Personnel of the Company	Sri. Kishor Shah is not related to any Directors, Manager or other Key Managerial Personnel of the Company	
Names of listed entities/other entities in which the person also holds the directorship and the membership of Committees of the board along with listed entities /other entities from which the person has resigned in the past three years	Directorship in other entities GKW Limited (CIN: L27310WB1931PLC007026) Director Dhampur Bio Organics Limited (CIN: L15100UP2020PLC136939) Director Amara Capital Private Limited (CIN: U51909MH1994PTC377962) Managing Director	
	*Sri. Kishor Shah is not a Director of any other entity except in the companies as specified above as on 31/03/2025	
	Committee membership/chairmanship Bhagiradha Chemicals and Industries Limited (CIN: L24219TG1993PLC015963)	
	Audit Committee Member Stakeholders Relationship Committee Member	
	GKW Limited (CIN: L27310WB1931PLC007026)	
	Audit Committee Chairperson Nomination and remuneration committee Member	
	Dhampur Bio Organics Limited (CIN: L15100UP2020PLC136939)	
	Audit Committee Chairperson Nomination and remuneration committee Member Stakeholders Relationship Committee Member	
	*Sri. Kishor Shah is not a Chairman/Member of the Committees of the Board of other companies except as specified above as on 31/03/2025	
Shareholding of non-executive directors in the listed entity, including shareholding as a beneficial owner	Not Applicable	
Shareholding in the Company	NIL	
Terms and conditions of re-appointment	Re-appointed as a Non- Executive Independent Director of the company for the second term of 5 consecutive years, effective immediately after expiry of his current term on September 13, 2025, i.e. commencing from September 14, 2025 to September 13, 2030 (both days inclusive),	



Remuneration last drawn	Details given in Corporate governance report forming part of this Annual Report
Remuneration to be paid	Sri Kishor Shah shall be entitled to receive sitting fees for attending the meetings of the Board or any committees thereof
Number of Meetings of the Board attended during the year	5 No. of Board Meetings attended out of 5 No. of Board Meetings held during the year
Remuneration Proposed to be paid	Will be entitled to Sitting Fees for attending the Board and Committee Meetings of the Company.
In case of independent directors, the skills and capabilities required for the role and the manner in which the proposed person meets such requirements	Sri. Kishor Shah has been an Independent Director on the Board of the Company since September 14, 2020 and he has the required skills for handling the role of an Independent Director.

*Directorship includes Directorship of other Indian Companies and Committee memberships includes Audit Committee, Stakeholder's Relationship Committee and other committees of Public Limited Company (Whether Listed or not).

-Information pertaining to remuneration paid to the Director who is being appointed/ re-appointed and the number of Board Meetings attended by the Director during the year 2024-25, have been provided in the Corporate Governance Report forming part of the Annual Report.

By Order of the Board of Directors
Bhagiradha Chemicals and Industries Limited

Registered Office:

Unit No.1011A, Level 1,
 Sky One (Wing A), Prestige SkyTech,
 Financial District,
 Hyderabad, Telangana,
 India, 500032
 CIN: L24219TG1993PLC015963
 Ph: 040-6544 0409
 E-mail: info@bhagirad.com

Sharanya. M
 Company Secretary & Compliance Officer
 M. No: ACS-63438

Date: May 28, 2025
 Place: Hyderabad

