



बामर लॉरी एण्ड कं. लिमिटेड
(भारत सरकार का एक उद्यम)

Balmer Lawrie & Co. Ltd.
(A Government of India Enterprise)

21, नेताजी सुभाष रोड, कोलकाता-700 001 (भारत)
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सीआईएन/CIN : L15492WB1924GOI004835

Date: 25th September, 2025

Ref: SECY/SE/AGM/2025

The Secretary,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block-G,
Bandra Kurla Complex,
Bandra (E),
Mumbai - 400 051

The Secretary,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai- 400001

Company Code: **BALMLAWRIE**

Scrip Code: **523319**

Dear Sir(s)/Madam(s),

Sub.: Disclosure under Regulation 30 of Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") - Change in Directorate:

1. **Appointment of Shri Amit Bansal (DIN: 10372580) as Government Nominee Director for the period from 25th October, 2024 till 31st December, 2024 and fixation of terms of his appointment**
2. **Appointment of Shri Harishkumar Madhusudan Joshi (DIN: 01201050) as Non-Executive Independent Director and fixation of terms of his appointment**
3. **Appointment of Dr. Vandana Minda Heda (DIN: 09402294) as Non-Executive Independent Director and fixation of terms of her appointment**
4. **Appointment of Shri Rajeev Kumar (DIN: 11170401) as Government Nominee Director and fixation of terms of his appointment**
5. **Appointment of Shri Romon Sebastian Louis (DIN: 08710802) as Director (Service Businesses) and fixation of terms of his appointment**

This is with reference to our earlier intimation dated 29th August, 2025 regarding Notice dated 23rd August, 2025 of the 108th of Annual General Meeting of the Company held on Tuesday, 23rd September, 2025 for seeking the consent of the Members of the Company through Ordinary Resolutions/Special Resolutions for the items as set out in the Notice of the 108th Annual General

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Meeting and the Voting Results of the 108th AGM of the Company disseminated to the Stock Exchanges on 25th September, 2025.

In furtherance to the same and in compliance with Regulation 30 read with Schedule III of Listing Regulations read with SEBI Master Circular bearing reference no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024 as amended by SEBI Circular bearing reference no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024, this is to further inform that the Members of the Company at the 108th Annual General Meeting of the Company held on Tuesday, 23rd September, 2025 at 12 Noon IST at Ghanshyam Das Birla Sabhagar, 29, Ashutosh Choudhry Avenue, Kolkata – 700 019, has, *inter-alia*, approved the following:

1. Appointment of Shri Amit Bansal (DIN: 10372580) as Government Nominee Director for the period from 25th October, 2024 till 31st December, 2024 and fixation of terms of his appointment.

In this connection, the earlier intimations dated 1st November, 2024 and 31st December, 2024 to the Stock Exchanges may also be referred.

Further, as per the requirement of the Circular no. LIST/COMP/14/2018-19 dated 20th June, 2018 read with Master Circular dated 23rd May, 2025 issued by BSE Limited and Master Circular no. NSE/CMU2025/25 dated 30th April, 2025 issued by National Stock Exchange of India Limited, respectively, we hereby affirm that Shri Amit Bansal (DIN: 10372580) was not debarred from holding the office of Director by virtue of SEBI order or any other such authority.

The details required under Regulation 30 of the Listing Regulations read with Chapter V of SEBI Master Circular bearing reference no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024, as amended by SEBI Circular bearing reference no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024 are enclosed herewith as '**Annexure-A**'.

2. Appointment of Shri Harishkumar Madhusudan Joshi (DIN: 01201050) as a Non-Executive Independent Director with effect from 31st March, 2025 for a period of one year from the date of communication of his appointment i.e. from 28th March, 2025, or until further order from the Ministry of Petroleum and Natural Gas, Government of India, ('Administrative Ministry'), whichever is earlier, on such other terms and conditions as stated in the letter bearing reference no. CA-31033/2/2021-PNG (39069) dated 28th March, 2025 received from the Administrative Ministry and his appointment letter dated 1st April, 2025.

In this connection, the earlier intimation dated 31st March, 2025 to the Stock Exchanges may also be referred.

Further, as per the requirement of the Circular no. LIST/COMP/14/2018-19 dated 20th June, 2018 read with Master Circular dated 23rd May, 2025 issued by BSE Limited and Master Circular no. NSE/CMU2025/25 dated 30th April, 2025 issued by National Stock Exchange of India Limited, respectively, we hereby affirm that Shri Harishkumar Madhusudan Joshi (DIN:

01201050) is not debarred from holding the office of Director by virtue of SEBI order or any other such authority.

The details required under Regulation 30 of the Listing Regulations read with Chapter V of SEBI Master Circular bearing reference no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024, as amended by SEBI Circular bearing reference no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024 are enclosed herewith as '**Annexure-B**'.

3. Appointment of Dr. Vandana Minda Heda (DIN: 09402294) as a Non-Executive Independent Director with effect from 31st March, 2025 for a period of one year from the date of communication of her appointment i.e. from 28th March, 2025, or until further order from the Administrative Ministry, whichever is earlier, on such other terms and conditions as stated in the letter bearing reference no. CA-31033/2/2021-PNG (39069) dated 28th March, 2025 received from the Administrative Ministry and her appointment letter dated 1st April, 2025.

In this connection, the earlier intimation dated 31st March, 2025 to the Stock Exchanges may also be referred.

Further, as per the requirement of the Circular no. LIST/COMP/14/2018-19 dated 20th June, 2018 read with Master Circular dated 23rd May, 2025 issued by BSE Limited and Master Circular no. NSE/CMU2025/25 dated 30th April, 2025 issued by National Stock Exchange of India Limited, respectively, we hereby affirm that Dr. Vandana Minda Heda (DIN: 09402294) is not debarred from holding the office of Director by virtue of SEBI order or any other such authority.

The details required under Regulation 30 of the Listing Regulations read with Chapter V of SEBI Master Circular bearing reference no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024, as amended by SEBI Circular bearing reference no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024 are enclosed herewith as '**Annexure-C**'.

4. Appointment of Shri Rajeev Kumar (DIN: 11170401) as a Government Nominee Director of the Company with effect from 1st July, 2025 upto 18th June, 2028 on co-terminus basis or until further orders from the Administrative Ministry, whichever is earlier and whose period of office shall be subject to retirement of Directors by rotation and on such terms and conditions as contained in the letter bearing reference No. CA-31032/1/2021-PNG-37493 dated 19th June, 2025 received from the Administrative Ministry and any further instructions from the Administrative Ministry.

In this connection, the earlier intimation dated 1st July, 2025 to the Stock Exchanges may also be referred.

Further, as per the requirement of the Circular no. LIST/COMP/14/2018-19 dated 20th June, 2018 read with Master Circular dated 23rd May, 2025 issued by BSE Limited and Master Circular no. NSE/CMU2025/25 dated 30th April, 2025 issued by National Stock Exchange of India Limited, respectively, we hereby affirm that Shri Rajeev Kumar (DIN: 11170401) is not

debarred from holding the office of Director by virtue of SEBI order or any other such authority.

The details required under Regulation 30 of the Listing Regulations read with Chapter V of SEBI Master Circular bearing reference no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024, as amended by SEBI Circular bearing reference no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024 are enclosed herewith as '**Annexure-D**'.

5. Appointment of Shri Romon Sebastian Louis (DIN: 08710802) as a Wholetime Director to the post of Director (Service Businesses), in the scale of pay of Rs. 1,60,000 – 2,90,000/- (IDA) for a period of five years with effect from the date of his assumption of charge of the post i.e., 22nd August, 2025, or till the date of his superannuation, or until further orders from the Administrative Ministry, whichever is the earliest and whose period of office shall be subject to retirement of directors by rotation and on such terms and conditions as contained in the letter bearing reference no. CA-31024/3/2024-CA-PNG (49867) dated 22nd August, 2025 received from the Administrative Ministry and any further instructions from the Administrative Ministry.

In this connection, the earlier intimation dated 23rd August, 2025 to the Stock Exchanges may also be referred.

Further, as per the requirement of the Circular no. LIST/COMP/14/2018-19 dated 20th June, 2018 read with Master Circular dated 23rd May, 2025 issued by BSE Limited and Master Circular no. NSE/CMU2025/25 dated 30th April, 2025 issued by National Stock Exchange of India Limited, respectively, we hereby affirm that Shri Romon Sebastian Louis (DIN: 08710802) is not debarred from holding the office of Director by virtue of SEBI order or any other such authority.

The details required under Regulation 30 of the Listing Regulations read with Chapter V of SEBI Master Circular bearing reference no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024, as amended by SEBI Circular bearing reference no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated 31st December, 2024 are enclosed herewith as '**Annexure-E**'.

For Balmer Lawrie & Co. Ltd.

Kavita Bhavsar
Company Secretary and Compliance Officer

Enclosed: as above

Appointment of Shri Amit Bansal (DIN: 10372580) as Government Nominee Director for the period from 25th October, 2024 till 31st December, 2024 and fixation of terms of his appointment

Sl No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Shri Amit Bansal (DIN: 10372580) as Government Nominee Director of the Company for the period from 25 th October, 2024 till 31 st December, 2024 pursuant to letter bearing reference No. CA-31032/1/2021-PNG-37493 dated 25 th October, 2024 received from the Ministry of Petroleum and Natural Gas, Government of India, ('Administrative Ministry') and subsequent withdrawal of such nomination by Administrative Ministry vide Office Order bearing no. 259/2024 dated 30 th December, 2024 having reference No. A-32013/1/2020-Estt-PNG; E-34036.
2.	Date of appointment/ re-appointment/cessation (as applicable) & term of appointment/re-appointment;	With effect from 25 th October, 2024 till 31 st December, 2024
3.	Brief profile (in case of appointment)	Shri Amit Bansal (DIN: 10372580) was working as Deputy Secretary (Exploration) in the Ministry of Petroleum and Natural Gas (MoP&NG) and looking after the work of Oil PSUs such as ONGC and OIL India. He also had an additional charge of Bio Refinery Division of MoP&NG, which included work related to Ethanol, Biodiesel, SAF, Green Hydrogen, Carbon Capture Utilization and Storage. He has more than 29 years of rich experience of working in various Ministries/ Departments in the Government of India. He had worked in Department of Expenditure and Department of Economic Affairs of Ministry of Finance in various capacity. He had also worked in the Finance Division of DRDO, Ministry of Defence. Before joining Balmer Lawrie & Co. Ltd., he was Government Nominee Director in Numaligarh Refinery Limited and GAIL Gas Limited.
4.	Disclosure of relationships between directors (in case of appointment of a director).	Shri Amit Bansal (DIN: 10372580) does not have any <i>inter-se</i> relationship with other Directors of the Company.

Appointment of Shri Harishkumar Madhusudan Joshi (DIN: 01201050) as Non-Executive Independent Director and fixation of terms of his appointment

Sl No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Shri Harishkumar Madhusudan Joshi (DIN: 01201050) as a Non-Executive Independent Director of the Company pursuant to letter bearing reference no. CA-31033/2/2021-PNG (39069) dated 28 th March, 2025 received from the Ministry of Petroleum & Natural Gas, Government of India ("Administrative Ministry")
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	With effect from 31 st March, 2025 for a period of one year from the date of communication of his appointment i.e. from 28 th March, 2025, or until further order from the Administrative Ministry, whichever is earlier.
3.	Brief profile (in case of appointment)	Shri Harishkumar Madhusudan Joshi (DIN: 01201050) has a rich and varied exposure of more than 35 years of managing businesses as an Entrepreneur/ Director/Advisor/ Consultant for various Corporates. His range of expertise includes Strategic Planning, Risk Management, CSR, Compliance and Leadership. He is heading CSR Committee as a Chairman and Member of Audit Committee and Nomination and Remuneration Committee at Balmer Lawrie & Co. Ltd. He has headed the Audit Committee of Engineers India Limited (EIL) as a Chairman for three years (December, 2021 – November, 2024). He was also a member of the Nomination & Remuneration Committee and Research Advisory Council at EIL. His Directorships includes companies related to Pigment Dispersion & Bromine Recovery manufacturing and Media companies. He has successfully completed the Indian Institute of Corporate Affairs Certification on Corporate Governance. He is also IICA certified professional in Business Human Right (BHR) and cleared 32 online modules and imparted various training/courses in related areas of Corporate Governance. He is also Certified Artificial Intelligence (AI) Generalist certified by the Economic Times. Apart from his professional excellence, he is equally playing a significant role in various Socio-Economic Forums. He is Vice President at Vilayat Industries Association, Ankleshwar Education Trust and a Past President of Bharuch District Management Association & Bhartiya Vichar Manch in Gujarat. Environment Protection is in his heart and with his vision

		more than 25000 trees are planted under 'Reva Aranya Project' near river Narmada in Gujrat. He was also associated with various leading print and electronic media as a freelancer. He has a strong independent approach, analytical and assessment skills, impartial approach, loyalty, strong decision maker, possessing ethical standards of integrity. He has the habit of an in depth study and ensuring the safeguarding of interest of shareholders and stakeholders, which ultimately helps organizations to fulfill a vision to grow by achieving global standard of Corporate Governance.
4.	Disclosure of relationships between directors (in case of appointment of a director).	Shri Harishkumar Madhusudan Joshi (DIN: 01201050) does not have any <i>inter-se</i> relationship with other Directors of the Company.

Appointment of Dr. Vandana Minda Heda (DIN: 09402294) as Non-Executive Independent Director and fixation of terms of her appointment

Sl No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Dr. Vandana Minda Heda, (DIN: 09402294) as a Non-Executive Independent Director of the Company pursuant to letter bearing reference no. CA-31033/2/2021-PNG (39069) dated 28 th March, 2025 received from the Ministry of Petroleum & Natural Gas, Government of India (“Administrative Ministry”)
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	With effect from 31 st March, 2025 for a period of one year from the date of communication of his appointment i.e. from 28 th March, 2025, or until further order from the Administrative Ministry, whichever is earlier.
3.	Brief profile (in case of appointment)	Dr. Vandana Minda Heda’s (DIN: 09402294) professional journey started by joining Standard Chartered Bank in 2001 working in various capacities including Head Cashier to Teller Service Manager to Personal Financial Consultant and finally, Manager Customer Relations. After that, she joined Kotak Mahindra Bank in 2006 as Branch Manager and continued with Kotak Mahindra Bank for 7 years. She had won many awards for best Branch and best Branch Manager. She had also cracked an underground world nexus for which she was well appreciated by her seniors. She has been engaged with various motivational training for corporates and teaching in the MBA department of Guwahati University. Dr. Vandana is a trained Bharatanatyam dancer and also hosts interviews in her channel “Exploring The Gold Mine... A chat show”. Dr. Vandana Minda Heda had earlier held the position of Independent Director on the Board of Balmer Lawrie & Co. Ltd. during the period from 26th November, 2021 to 7th November, 2024. During her tenure, she was the Chairperson of Stakeholders Relationship Committee and Risk Management Committee and was also a Member of Audit Committee and Nomination and Remuneration Committee of Balmer Lawrie & Co. Ltd.
4.	Disclosure of relationships between directors (in case of appointment of a director).	Dr. Vandana Minda Heda (DIN: 09402294) does not have any <i>inter-se</i> relationship with other Directors of the Company.

Appointment of Shri Rajeev Kumar (DIN: 11170401) as Government Nominee Director and fixation of terms of his appointment

Sl No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Shri Rajeev Kumar (DIN: 11170401) as a Government Nominee Director of the Company pursuant to letter bearing reference no. CA-31032/1/2021-PNG-37493 dated 19 th June, 2025 received from the Ministry of Petroleum and Natural Gas, Government of India ("Administrative Ministry").
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	With effect from 1 st July, 2025 upto 18 th June, 2028 on co-terminus basis or until further orders from the Administrative Ministry, whichever is earlier.
3.	Brief profile (in case of appointment)	Shri Rajeev Kumar (DIN: 11170401) has over 31 years of experience in Government of India. He started his career in the Department of Revenue, Ministry of Finance, where he handled administration of the Department and policy matters pertaining to State Taxes division of Department of Revenue viz., Introduction of VAT, Compensation to States/UTs due to introduction of VAT, Gradual reduction of CST and Introduction of GST, etc. Thereafter, he worked in Ministry of Human Resource Development, Department of School Education, where he handled the administrative and financial matters of 11 States under Mid Day Meal Scheme. Thereafter, he worked in Municipal Corporation of Delhi and handled Establishment and administrative matters of the Corporation. At present, he is working in Ministry of Petroleum and Natural Gas as Deputy Secretary (Flagship Programme). He has rich experience in handling the administration and establishment matters of various Ministries, autonomous and statutory bodies.
4.	Disclosure of relationships between directors (in case of appointment of a director).	Shri Rajeev Kumar (DIN: 11170401) does not have any <i>inter-se</i> relationship with other Directors of the Company.

Appointment of Shri Romon Sebastian Louis (DIN: 08710802) as Director (Service Businesses) and fixation of terms of his appointment

Sl No.	Particulars	Details
1.	Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise	Appointment of Shri Romon Sebastian Louis (DIN: 08710802) as a Wholetime Director to the post of Director (Service Businesses) of the Company pursuant to letter bearing reference no. CA-31024/3/2024-CA-PNG (49867) dated 22 nd August, 2025 received from the Ministry of Petroleum and Natural Gas, Government of India ("Administrative Ministry").
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment;	For a period of five years with effect from the date of his assumption of charge of the post i.e., 22 nd August, 2025, or till the date of his superannuation, or until further orders from the Administrative Ministry, whichever is the earliest.
3.	Brief profile (in case of appointment)	Shri Romon Sebastian Louis (DIN: 08710802) has been associated with Balmer Lawrie & Co. Ltd. for nearly three decades, having joined the organization in 1998 at Chennai. He holds a Postgraduate degree in Marketing & Sales Management and a Bachelor's degree in Commerce. Over the course of his distinguished 30-year career, Shri Louis has consistently delivered outstanding performance across various roles. He has gained deep expertise and comprehensive industry knowledge in the logistics solutions sector, with a strong emphasis on logistics infrastructure. Shri Romon Sebastian Louis has played a pivotal role in shaping strategic direction, enhancing operational efficiency, and fostering sustainable growth models within the logistics domain. His leadership has been defined by a commitment to innovation, a customercentric approach, and the delivery of value-driven solutions for stakeholders. Before assuming his current position as Director (Service Businesses), Shri Louis served as the Executive Director (Logistics Infrastructure & Cold Chain) at Balmer Lawrie & Co. Ltd. In that role, he was instrumental in steering the Company's logistics infrastructure portfolio and expanding its service offerings in alignment with emerging industry trends. In addition to his current responsibilities, he also serves as a Non-Executive Director on the Board of Visakhapatnam Port Logistics Park Limited, a subsidiary

		of Balmer Lawrie & Co. Ltd., contributing to the Group's strategic initiatives in port-based logistics and infrastructure development.
4.	Disclosure of relationships between directors (in case of appointment of a director).	Shri Romon Sebastian Louis (DIN: 08710802) does not have any <i>inter-se</i> relationship with other Directors of the Company.