

Date: December 08, 2025

To,

The Manager – Listing
Dept of Corp. Services,
BSE Limited
P.J. Towers, Dalal Street, Fort,
Mumbai – 400 001
Scrip Code: 543593

The Manager – Listing
National Stock Exchange of India Ltd.
Exchange plaza, Bandra Kurla Complex
Bandra East
Mumbai – 400 051
Symbol: DBOL

Dear Sir/Mam,

Sub: Intimation regarding change in Senior Management Personnel pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform about the following change in the Senior Management Team of the Company:

Mr. Palakdhari Singh Pankaj has been appointed Vice President – Supply Chain of the Company w.e.f. December 08, 2025.

The details as required under Regulation 30 of the Listing Regulations read with SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, is enclosed herewith as **Annexure A**.

You are requested to take the same on record.

Thanking You

Your Sincerely,

For Dhampur Bio Organics Limited

Ashu Rawat

Company Secretary & Compliance Officer

Annexure A

**Disclosure under Regulation 30 of Listing Regulations read with SEBI Master Circular
No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024**

Sr. No.	Particulars	Details
1	Name	Mr. Palakdhari Singh Pankaj
2	Reason for change viz. appointment/ re-appointment/ resignation/ removal/death or otherwise	Appointment as Vice President – Supply Chain of the Company
3	Date of appointment/ re-appointment/ cessation (as applicable) & term of appointment/ re-appointment	December 08, 2025 Term of Appointment: Full-time employee
4	Brief Profile (in case of appointment)	<p>Mr. Palakdhari Singh Pankaj is a strategic procurement and supply chain leader with more than 17 years of experience. He has a distinguished career in strategic procurement, vendor development, planning, distribution, and international sourcing, consistently delivering cost optimization and operational excellence across diverse business environments.</p> <p>He brings deep expertise in national-level sourcing strategies, imports/exports management, supplier development, Capex & Revex planning, and supply vulnerability reduction. He has a proven history of leading cross-functional teams, driving process standardization, and establishing robust supplier partnerships to strengthen supply chain performance.</p> <p>He holds a PGDM from IIM Lucknow and a B. Tech in Mechanical Engineering from IIT Delhi, with a rich career spanning well known organisation(s).</p>
5	Disclosure of relationship between Directors (in case of appointment of a Director)	Not Applicable