LAXMI ORGANIC INDUSTRIES LTD
Chandermukhi, Third Floor, Nariman Point, Mumbai 400021, India
T +91 22 49104444 **E** info@laxmi.com **W** www.laxmi.com

November 6, 2026

BSE Limited
Corporate Relationship Department,
1st Floor, New Trading Ring,
Rotunda Building, P. J. Towers,
Dalal Street, Fort, Mumbai – 400 001
Scrip Code: 543277

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (E),
Mumbai – 400 051
Trading Symbol: LXCHEM

Dear Sir / Madam,

Sub: Completion of Dispatch of Postal Ballot Notice

We wish to inform you that the Company is seeking approval of Members of the Company for the following matters by way of postal ballot through electronic voting only ('remote e-voting'):

1. To consider and approve the appointment and re-designation of Mr. Harshvardhan Goenka (Din: 08239696) as Managing Director & Chief Executive Officer of the Company.
2. To consider and approve the appointment of Mr. Rajesh Naik (Din: 06935998) as a Director and Whole-time Director designated as Executive Director (Operations).

Further, in compliance with the MCA General Circular Nos. 14 & 17/2020 dated 8th April 2020 and 13th April 2020 respectively and MCA General Circular No. 03/2025 dated 22nd September 2025 ("MCA Circulars"), the Company has completed the dispatch of Postal Ballot Notice today, i.e., on Friday, November 6, 2026 only through electronic mode to those Members whose e-mail addresses are registered with the Company / Depositories and whose names are recorded in the Register of Members of the Company or in the Register of Beneficial Owners maintained by the Depositories as on Wednesday, November 4, 2026 (Cut-off date).

Please find enclosed a copy of the Postal Ballot Notice together with the Explanatory Statement and Calendar of Events for your record. The notice is also available on the Company's website at www.laxmi.com and on the website of MUFG Intime India Private Limited at https://instavote.linkintime.co.in.

The Company has engaged the services of MUFG Intime India Private Limited to provide remote e-voting facility to its Members. Accordingly, The remote e-voting facility will be available from Saturday, November 7, 2026 at 9.00 a.m. (IST) till Sunday, December 6, 2026 at 5.00 p.m. (IST). The results of the Postal Ballot will be announced on or before Tuesday, December 8, 2026.

You are requested to kindly take the above information on record.

Thanking you,

Yours faithfully,
For **Laxmi Organic Industries Limited**

HIRPARA ANIKET B
Digitally signed by HIRPARA ANIKET B
Date: 2026.11.06 15:16:28 +05'30'

Aniket Hirpara
Company Secretary and Compliance Officer

Encl.: A/a

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CALENDAR OF EVENTS

Sr. No.	Events	Date
1	Date on which consent is given by the Scrutinizer to act as a scrutinizer	May 14, 2026
2	Specified Date for determining members to whom Postal Ballot Notice	November 4, 2026
3	Date of Board resolution authorizing the Company Secretary or any director to be responsible for the entire postal ballot process	November 5, 2026
4	Date of appointment of scrutinizer	November 5, 2026
5	Date of filing intimation to the Stock Exchange about the Postal Ballot	November 6, 2026
6	Date of completion of dispatch of notice	November 6, 2026
7	Release of an advertisement in newspaper giving the date of completion of dispatch	November 7, 2026
8	E-voting start date	November 7, 2026
9	Last date for E-Voting	December 6, 2026
10	Date on which Resolution will be deemed to be passed	December 6, 2026
11	Last date for submission of report by scrutinizer	December 8, 2026
12	Date of declaration of result of the postal ballot	December 8, 2026
13	Results to be displayed on the Notice Board / Stock Exchange(s)	December 8, 2026
14	Last date of signing of the Minutes book by the chairman	January 5, 2027

LAXMI ORGANIC INDUSTRIES LTD
CIN: L24200MH1989PLC051736
Registered office: A-22/2/3, MIDC, Mahad, Dist Raigad – 402309 Maharashtra | Tel: +91-2145-232424
Corporate Office: Chandermukhi, 2nd and 3rd Floor, Nariman Point, Mumbai – 400 021 |Tel: +91-22-49104444
Website: www.laxmi.com | Email: investors@laxmi.com

NOTICE OF POSTAL BALLOT

Pursuant to Sections 108 and 110 of the Companies Act, 2013, read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014

Dear Member(s),

NOTICE is hereby given that pursuant to the provisions of Section(s) 108 and 110 of the Companies Act, 2013 ("**the Act**") read with Rule(s) 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("**the Rules**") and other applicable provisions of the Act and the rules made thereunder and in compliance with the circular issued by the Ministry of Corporate Affairs ("**MCA**") read with general circular(s) no. 14/ 2020 dated April 08, 2020, 17/ 2020 dated April 13, 2020, 20/2020 dated May 05, 2020, 03/2022 dated May 05, 2022, 10/2022 dated December 28, 2022, 09/2023 dated September 25, 2023, 09/2024 dated September 19, 2024, 03/2025 dated September 22, 2025, (collectively referred to as "**MCA Circulars**"), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**Listing Regulations**"), and Securities and Exchange Board of India ("**SEBI**") Master Circular No. HO/49/14/14(7)2025CFDPOD2/I/3762/2026 dated January 30, 2026, Secretarial Standard on General Meetings ("**SS-2**") issued by the Institute of Company Secretaries of India and other applicable laws, rules and regulations (including any statutory modification(s) clarification(s) or re-enactment(s) thereof for the time being in force and as amended from time to time), the item of special business as set out in this Notice is proposed for consideration and approval by the Company by way of Postal Ballot, only through voting by electronic means ("**remote e-voting**"). An explanatory statement pursuant to Section 102 and other applicable provisions of the Act, as amended, about the said resolutions setting out the material facts and the reasons thereof is annexed to, and forms a part of this postal ballot notice (the "**Postal Ballot Notice**" or "**Notice**").

Sr. No.	Particulars
1	**TO CONSIDER AND APPROVE THE APPOINTMENT AND RE-DESIGNATION OF MR. HARSHVARDHAN GOENKA (DIN: 08239696) AS MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER OF THE COMPANY**
2	**TO CONSIDER AND APPROVE THE APPOINTMENT OF MR. RAJESH NAIK (DIN: 06935998) AS A DIRECTOR AND WHOLE-TIME DIRECTOR DESIGNATED AS EXECUTIVE DIRECTOR (OPERATIONS)**

In compliance with Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended ("the LODR Regulations") and pursuant to the provisions of Sections 108 and 110 of the Act read with the rules framed thereunder, and the MCA Circulars, the manner of voting on the proposed resolution is restricted only to e-voting, i.e. by casting votes electronically instead of submitting a postal ballot form. Accordingly, the Postal Ballot Notice and instructions for e-voting are being sent only through electronic mode to those Members whose email address is registered with the Company/depository participant(s). The details of the procedure to cast the vote form part of the Notes to this Notice. Members desiring to exercise their votes are requested to carefully read the instructions indicated in this Notice and record their assent (FOR) or dissent (AGAINST) by following the procedure as stated in the Notes forming part of the Notice. The Company has engaged MUFG Intime India Private Limited ("**MUFG Intime**") to provide an e-voting facility to the Members.

Mr. Mahesh Soni, a Practising Company Secretary & Partner of M/s GMJ & Associates, Company Secretaries (FCS No. 3706, COP. No. 2324) has been appointed as the Scrutinizer for scrutinizing the Postal Ballot through e-voting fairly and transparently.

The e-voting facility will be available during the following period:

Commencement of e-voting period : **9.00 a.m. IST on Saturday, November 7, 2026**
Conclusion of e-voting period : **5.00 p.m. IST on Sunday, December 6, 2026**

Cut-off date for eligibility to vote **: Wednesday, November 4, 2026**

The e-voting facility will be disabled by MUFG Intime immediately after 5.00 p.m. IST on **Sunday, December 6, 2026**, and will be disallowed thereafter.

The Scrutinizer will submit his report to the Chairman of the Company ("the Chairman") or any other person authorised by the Chairman, and the result will be announced within two working days from the conclusion of the e-voting period i.e. on or before **Tuesday, December 8, 2026**. The result declared along with the Scrutinizer's report shall be communicated in the manner provided in this Postal Ballot Notice. The last date of e-voting, i.e. **Sunday, December 6, 2026**, shall be the date on which the resolution would be deemed to have been passed, if approved by the requisite majority.

Copy of this Notice is also placed on the website of the Company at www.laxmi.com and on the website of MUFG Intime India Private Limited at https://instavote.linkintime.co.in and filed with National Stock Exchange of India Ltd and BSE Ltd, where the shares of the Company are listed.

Based on the Scrutinizer's Report, the Results of the Postal Ballot shall be declared by the Chairman, or any other person authorised by him at the Corporate Office of the Company on or before **Tuesday, December 8, 2026**. The Result declared along with the Scrutinizer's Report shall also be placed on the website of the Company at www.laxmi.com and on the website of MUFG Intime India Private Limited at https://instavote.linkintime.co.in immediately after the declaration of Results. The Company shall simultaneously forward the Results to the National Stock Exchange of India Ltd and BSE Ltd.

RESOLUTION:

1. TO CONSIDER AND APPROVE THE APPOINTMENT AND RE-DESIGNATION OF MR. HARSHVARDHAN GOENKA (DIN: 08239696) AS MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER OF THE COMPANY

To consider and if thought fit, to pass the following resolution as a **SPECIAL RESOLUTION:**

"RESOLVED THAT in accordance with the provisions of Sections 196, 197, 198 and 203 read with Schedule V and all other applicable provisions of the Companies Act, 2013 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force), and subject to the approval of the Central Government, if required, and such other approvals, permissions and sanctions, if any, as may be required, and subject to the such conditions and modifications, as may be prescribed or imposed while granting such approvals, permissions and sanctions, the consent of the members be and is hereby accorded for the appointment and re-designation of Mr. Harshvardhan Goenka (DIN 08239696) presently Executive Director of the Company, as Managing Director & Chief Executive Officer ("MD & CEO") of the Company for a period of five (5) years with effect from November 14, 2026 up to November 13, 2031, on the terms and conditions, including remuneration, set out below:

1	**Designation**	Managing Director & Chief Executive Officer
2	**Tenure**	November 14, 2026 to November 13, 2031
3	**Remuneration (Annual CTC)**	Existing Remuneration as approved by the Shareholders at the 36th and 37th Annual General Meetings, subject to Minimum Remuneration of ₹ 26.28 Million per annum.
4	**Other Terms of Appointment**	a. The Managing Director & Chief Executive Officer shall perform his duties in all work of the Company and shall manage and attend to such business and carry out the orders and directions given by the Board from time to time. b. The Managing Director & Chief Executive Officer shall act in accordance with the Articles of Association of the Company and shall

		abide by the provisions contained in Section 166 of the Companies Act, 2013 about duties of Directors. c. The Managing Director & Chief Executive Officer shall adhere to the Company's Code of Conduct & Ethics for Directors and Senior Management Personnel.

RESOLVED FURTHER THAT the approval of the Shareholders be and is hereby accorded for the payment of aggregate annual remuneration beyond the limits specified in regulation 17(6)(e) of the SEBI (Listing Obligation & Disclosure Requirements) Regulations, 2015 and Schedule V and all other applicable provisions of the Companies Act, 2013 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), to Mr. Harshvardhan Goenka (DIN 08239696), Managing Director & CEO, who is a promoter, during his renewed term upto November 13, 2031.

RESOLVED FURTHER THAT pursuant to the proviso to Section 197(1) and proviso to Section II(A) of Part II of Schedule V of the Companies Act, 2013 (including any statutory modification(s) or re-enactment thereof for the time being in force), in case of inadequacy or absence of profit in any financial year during his tenure, the remuneration set out hereinabove shall be paid to Mr. Harshvardhan Goenka as minimum remuneration, subject to the requisite approvals and applicable law."

2. <u>TO CONSIDER AND APPROVE THE APPOINTMENT OF MR. RAJESH NAIK (DIN: 06935998) AS A DIRECTOR AND WHOLE-TIME DIRECTOR DESIGNATED AS EXECUTIVE DIRECTOR (OPERATIONS)</u>

To consider and if thought fit, to pass the following resolution as **a SPECIAL RESOLUTION:**

"**RESOLVED THAT** pursuant to the recommendation of the Nomination and Remuneration Committee, applicable provisions of the Companies Act, 2013, and the Rules made thereunder (including any statutory modifications or re-enactment(s) thereof, for the time being in force) and the Articles of Association of the Company, Mr. Rajesh Naik (DIN: 06935998), who was appointed as an Additional Director and as Whole-time designated as Executive Director (Operations) of the Company by the Board of Directors (the 'Board') with effect from November 6, 2026, who holds office until the date of the next general meeting in terms of Section 161 of the Companies Act, 2013, be and is hereby appointed as a Director of the Company liable to retire by rotation.

RESOLVED FURTHER THAT, pursuant to the provisions of Sections 196, 197 and 203, read with Schedule V and all other applicable provisions of the Companies Act, and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force) the approval of members of the Company be and is hereby accorded to the appointment of Mr. Rajesh Naik (DIN: 06935998),as a Whole-time Director designated as Executive Director (Operations) of the Company, liable to retire by rotation, for a period of five (5) years with effect from November 6, 2026 to November 5, 2031, on the terms and conditions including remuneration, which is as follows:

<table>
<tr><th>Particulars</th><th>Proposed terms</th></tr>
<tr><td>Name</td><td>Mr. Rajesh Naik</td></tr>
<tr><td>Designation</td><td>Whole-time Director, designated as Executive Director (Operations)</td></tr>
<tr><td>Tenure</td><td>5 years</td></tr>
<tr><td>Effective date</td><td>November 6, 2026</td></tr>
<tr><td>Remuneration</td><td>
<table>
<tr><th>CTC Component</th><th>Annual Amount (₹ in Million)</th></tr>
<tr><td>Fixed Pay</td><td>20.00</td></tr>
<tr><td>Performance Linked Incentive (PLI)
(The PLI will be determined as per Company Policy and payable at the end of the year based on the performance of the Company as well as Individual)</td><td>5.00</td></tr>
<tr><td>Total</td><td>25.00</td></tr>
</table>
</td></tr>
</table>

	1. The CTC will be revised to ₹ 28.75 Million from April 1, 2027 (₹ 23.00 Million Fixed, ₹ 5.75 Million PLI), this would be inclusive of increments for FY27 performance. 2. In addition, Mr. Naik will also be eligible for a **Special Retention Award** as mentioned below: a. For FY27, the Company will pay ₹ 5.0 Million (Gross value subject to TDS) in April'27. This payout will have a retention clause of 1 year from the date of payout. b. From FY28 onwards, the Company will pay ₹ 7.5 Million (Gross value subject to TDS) every year for the next 5 years starting May'28. c. The above amounts would be the maximum payout based on the Company Rating at P3 and Individual Rating at P3. In the event of Company Rating below P3 in a year but Individual Rating at P3, maximum of 50% of the payout will be made. The remaining shall be carried forward and made in the subsequent year in case the Company Rating is at P3 in the subsequent year. In case of Company Rating below P3 in the subsequent year as well, only the minimum payout shall be made. 3. In addition to the above, Mr. Rajesh Naik shall be eligible for the benefits like Insurance - Group Term Life Insurance (GTLI), Group Medical Coverage (GMC), Group Personal Accident Insurance (GPA) & Keyman Insurance, Company SIM card, Corporate Credit card and Leave encashment as per Company's policy.
Other terms	1. Mr. Rajesh Naik shall devote his time and attention to the business and affairs of the Company and discharge such duties and responsibilities as may be entrusted to him by the Board of Directors from time to time. 2. He shall perform his duties in accordance with the Articles of Association of the Company, the provisions of Section 166 of the Companies Act, 2013 and other applicable laws. 3. He shall comply with the Company's Code of Conduct for Directors and Senior Management Personnel and other applicable policies. 4. His appointment and remuneration shall be subject to such terms and conditions as may be approved by the Board of Directors and shareholders, wherever applicable.

RESOLVED FURTHER THAT pursuant to proviso to Section 197 (1) and proviso to section II (A) of Part II of Schedule V of the Companies Act, 2013 (including any statutory modification(s) or re-enactment thereof for the time being in force), in case of inadequacy or absence of profit in any financial year, the remuneration set out here-above shall be paid to Mr. Rajesh Naik (DIN: 06935998), as minimum remuneration, beyond the limit specified in Section II Part II of Schedule V.

RESOLVED FURTHER THAT the Board be and is hereby authorised to do all acts and take all such steps as may be necessary, proper or expedient to give effect to this resolution."

By Order of the Board of Directors
FOR LAXMI ORGANIC INDUSTRIES LIMITED
Sd/-
Aniket Hirpara
Company Secretary and Compliance Officer

Date**:** November 5, 2026
Place: Mumbai

Notes:

1. The Explanatory Statement pursuant to the provisions of Sections 102 and 110 of the Act, read with Rule 22 of the Rules, stating material facts and reasons for the proposed resolution, is annexed hereto.

2. In compliance with the MCA Circulars, the Postal Ballot Notice is being sent by electronic mode to all those members whose names appear in the Register of Members/List of Beneficial Owners maintained by the Company/ Depositories as on Wednesday, November 4, 2026 (Cut-off date) and whose e-mail IDs are registered with the Company/ Depositories. For Members who have not registered their e-mail IDs, please follow the instructions given below under these Notes.

3. In accordance with the provisions of the MCA Circulars, Members can vote only through the e-voting process. Members are requested to provide their assent or dissent through e-voting only. Physical copies of the Postal Ballot Notice and pre-paid business reply envelopes are not being sent to Members for this Postal Ballot.

4. In compliance with the provisions of Section 108 and Section 110 and other applicable provisions of the Act read with the Management Rules, the Company is pleased to offer e-voting facility to all the Members of the Company. For this purpose, the Company has engaged the services of MUFG Intime India Private Limited for facilitating e-voting to enable the Members to cast their votes electronically.

5. Members may please note that the Postal Ballot Notice will also be available on the Company's website at www.laxmi.com, and on the website of MUFG Intime India Private Limited at https://instavote.linkintime.co.in and filed with National Stock Exchange of India Ltd and BSE Ltd, where the shares of the Company are listed.

6. All the material documents referred to in the Explanatory Statement shall be available for inspection through electronic mode from November 7, 2026 to December 6, 2026, basis the request being sent on investors@laxmi.com, mentioning their name, Folio no. / Client ID and DP ID, and the documents they wish to inspect, with a self-attested copy of their PAN card or Aadhar Card attached to the email.

7. The voting rights of Members shall be in proportion to their shares of the paid-up Equity Share capital of the Company as on Wednesday, November 4, 2026, the cut-off date being fixed for the purpose.

8. The voting through electronic means will commence on Saturday, November 7, 2026 at 9:00 AM and will end on Sunday, December 6, 2026 at 5:00 PM. The e-voting module shall be disabled by MUFG Intime India Private Limited for voting thereafter. Once the vote on a resolution(s) is cast by the member, the member shall not be allowed to change it subsequently.

9. A shareholder cannot exercise his/her vote by proxy on a Postal Ballot.

10. The Scrutinizer will submit their report to the Chairman or any other Director or Authorised Person after completion of the scrutiny, and the result of the Postal Ballot voting process will be declared within two working days from the end of voting, i.e. on or before Tuesday, December 8, 2026.

11. Resolution passed by Members with requisite majority, through Postal Ballot, shall be deemed to have been passed at a General Meeting of Members convened on that behalf.

12. The result of the Postal Ballot shall be communicated to all the Stock Exchanges where the Equity Shares of the Company are listed. The Special Resolution, if passed by the requisite majority, shall be deemed to have been passed on Sunday, December 6, 2026, being the last date specified by the Company for e-voting.

13. Any query in relation to the resolutions proposed to be passed by Postal Ballot may be addressed to or query/grievance with respect to E-Voting https://instavote.linkintime.co.in, under **Help** section or send an email to enotices@in.mpms.mufg.com or contact on: - Tel: 022 –4918 6000.

14. Members who have not registered their e-mail addresses so far are requested to register the same so that they can receive all future communications from the Company electronically.

15. Process for registration of e-mail id for obtaining Notice of Postal Ballot.

If your e-mail address is not registered with the Depositories (if shares held in electronic form) / Company (if shares held in physical form), you may register to receive the Notice of the Postal Ballot by completing the process as under:

i. For Temporary Registration for Demat shareholders:

The Members of the Company holding Equity Shares of the Company in Demat Form and who have not registered their e-mail addresses may temporarily get their e-mail addresses registered with MUFG Intime India Pvt Ltd by clicking the link: https://web.in.mpms.mufg.com/EmailReg/Email_Register.html in their web site https://in.mpms.mufg.com at the Investor Services tab by choosing the E mail Registration heading and follow the registration process as guided therein. The members are requested to provide details such as Name, DPID, Client ID/ PAN, mobile number and e-mail id. In case of any query, a member may send an e- mail to RTA at Investor.helpdesk@in.mpms.mufg.com

On submission of the shareholders' details an OTP will be received by the shareholder which needs to be entered in the link for verification.

ii. For Permanent Registration for Demat shareholders:

It is clarified that for permanent registration of e-mail address, the Members are requested to register their e-mail address, in respect of demat holdings with the respective Depository Participant (DP) by following the procedure prescribed by the Depository Participant.

16. In case of joint holders, the Member whose name appears as the first holder in the order of names as per the Register of Members of the Company will be entitled to vote for Postal Ballot.

17. VOTING THROUGH ELECTRONIC MEANS

In terms of SEBI circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, 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 correctly in their demat accounts to access remote e-Voting facility.

LOGIN METHOD FOR INDIVIDUAL SHAREHOLDERS HOLDING SECURITIES IN DEMAT MODE:

Individual Shareholders holding securities in demat mode with NSDL

METHOD 1 - NSDL OTP based login

a) Visit URL: https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp
b) Enter your 8 - character DP ID, 8 - digit Client Id, PAN, Verification code and generate OTP.
c) Enter the OTP received on your registered email ID/ mobile number and click on login.
d) Post successful authentication, you will be re-directed to NSDL depository website wherein you will be able to see e-Voting services under Value added services. Click on “Access to e-Voting” under e-Voting services.
Click on “MUFG InTime” or “evoting link displayed alongside Company’s Name” and you will be redirected to InstaVote website for casting the vote during the remote e-voting period.

METHOD 2 - NSDL IDeAS facility

Shareholders registered for IDeAS facility:

a) Visit URL: https://eservices.nsdl.com and click on “Beneficial Owner” icon under “IDeAS Login Section”.
b) Enter IDeAS User ID, Password, Verification code & click on “Log-in”.

c) Post successful authentication, you will be able to see e-Voting services under Value added services section. Click on "Access to e-Voting" under e-Voting services.
d) Click on "MUFG InTime" or "evoting link displayed alongside Company's Name" and you will be redirected to InstaVote website for casting the vote during the remote e-voting period.

Shareholders not registered for IDeAS facility:

a) To register, visit URL: https://eservices.nsdl.com and select "Register Online for IDeAS Portal" or click on https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp
b) Enter 8-character DP ID, 8-digit Client ID, Mobile no, Verification code & click on "Submit".
c) Enter the last 4 digits of your bank account / generate 'OTP'
d) Post successful registration, user will be provided with Login ID and password.
e) Follow steps given above in points (a-d).

Shareholders/ Members can also download NSDL Mobile App "NSDL Speede" facility by scanning the QR code mentioned below for seamless voting experience.

Google Play App Store

METHOD 3 - NSDL e-voting website

a) Visit URL: https://www.evoting.nsdl.com
b) Click on the "Login" tab available under 'Shareholder/Member' section.
c) Enter User ID (i.e., your 16-digit demat account no. held with NSDL), Password/OTP and a Verification Code as shown on the screen & click on "Login".
d) Post successful authentication, you will be re-directed to NSDL depository website wherein you will be able to see e-Voting services under Value added services. Click on "Access to e-Voting" under e-Voting services.
e) Click on "MUFG InTime" or "evoting link displayed alongside Company's Name" and you will be redirected to InstaVote website for casting the vote during the remote e-voting period.

Individual Shareholders holding securities in demat mode with CDSL

METHOD 1 - CDSL e-voting page

a) Visit URL: https://www.cdslindia.com.
b) Go to e-voting tab.
c) Enter 16-digit Demat Account Number (BO ID) and PAN No. and click on "Submit".
d) System will authenticate the user by sending OTP on registered Mobile and Email as recorded in Demat Account
e) Post successful authentication, user will be able to see e-voting option. The evoting option will have links of e-voting service providers i.e., MUFG InTime. Click on "MUFG InTime" or "evoting link displayed alongside Company's Name" and you will be redirected to InstaVote website for casting the vote during the remote e-voting period.

METHOD 2 - CDSL Easi/ Easiest facility:

Shareholders registered for Easi/ Easiest facility:

a) Visit URL: https://web.cdslindia.com/myeasitoken/Home/Login or Visit URL: www.cdslindia.com, click on "Login" and select "My Easi New (Token)".
b) Enter existing username, Password & click on "Login".
c) Post successful authentication, user will be able to see e-voting option. The evoting option will have links of e-voting service providers i.e., MUFG InTime. Click on "MUFG InTime" or "evoting link displayed alongside Company's Name" and you will be redirected to InstaVote website for casting the vote during the remote e-voting period.

Shareholders not registered for Easi/ Easiest facility:

a) To register, visit URL: https://web.cdslindia.com/myeasitoken/Home/EasiRegistration / https://web.cdslindia.com/myeasitoken/Home/EasiestRegistration.
b) Proceed with updating the required fields for registration.

c) Post successful registration, user will be provided username and password on the registered email id. Follow steps given above in points (a-c).

Individual Shareholders holding securities in demat mode with Depository Participant

Individual shareholders can also login using the login credentials of your demat account through your depository participant registered with NSDL / CDSL for e-voting facility.

a) Login to DP website
b) After Successful login, user shall navigate through "e-voting" option.
c) Click on e-voting option, user will be redirected to NSDL / CDSL Depository website after successful authentication, wherein user can see e-voting feature.
d) Post successful authentication, click on "MUFG InTime" or "evoting link displayed alongside Company's Name" and you will be redirected to InstaVote website for casting the vote during the remote e-voting period.

Login method for shareholders holding securities in physical mode / Non-Individual Shareholders holding securities in demat mode.

Shareholders holding shares in physical mode / Non-Individual Shareholders holding securities in demat mode as on the cut-off date for e-voting may register and vote on InstaVote as under:

STEP 1: LOGIN / SIGNUP on InstaVote

Shareholders registered for INSTAVOTE facility:

a) Visit URL: https://instavote.linkintime.co.in & click on **"Login"** under 'SHARE HOLDER' tab.
b) Enter details as under:
   1. User ID: Enter User ID
   2. Password: Enter existing Password
   3. Enter Image Verification (CAPTCHA) Code
   4. Click "Submit".
   (Home page of e-voting will open. Follow the process given under "Steps to cast vote for Resolutions")

InstaVote USER ID	
NSDL	User ID is 8 Character DP ID followed by 8 Digit Client ID (e.g.IN123456) and 8 digit Client ID (eg.12345678).
CDSL	User ID is 16 Digit Beneficiary ID.
Shares held in physical form	User ID is Event No + Folio no. registered with the Company

Shareholders not registered for INSTAVOTE facility:

a) Visit URL: https://instavote.linkintime.co.in & click on **"Sign Up"** under 'SHARE HOLDER' tab & register with details as under:
   1. User ID: Enter User ID
   2. PAN: Enter your 10-digit Permanent Account Number (PAN) (Shareholders who have not updated their PAN with the Depository Participant (DP)/ Company shall use the sequence number provided to you, if applicable.
   3. DOB/DOI: Enter the Date of Birth (DOB) / Date of Incorporation (DOI) (As recorded with your DP/Company - in DD/MM/YYYY format)
   4. Bank Account Number: Enter your Bank Account Number (last four digits), as recorded with your DP/Company.
      - Shareholders, holding shares in **NSDL form**, shall provide 'point 4' above.
      - Shareholders, holding shares in **CDSL form**, shall provide 'point 3' or 'point 4' above.
      - Shareholders, holding shares in **physical form** but have not recorded 'point 3' and 'point 4', shall provide their Folio number in 'point 4' above
   5. Set the password of your choice.
   (The password should contain minimum 8 characters, at least one special Character (!#$&*), at least one numeral, at least one alphabet and at least one capital letter).

InstaVote USER ID	
NSDL	User ID is 8 Character DP ID followed by 8 Digit Client ID (e.g.IN123456) and 8 digit Client ID (eg.12345678).
CDSL	User ID is 16 Digit Beneficiary ID.
Shares held in physical form	User ID is Event No + Folio no. registered with the Company

6. Enter Image Verification (CAPTCHA) Code.
7. Click "Submit" (You have now registered on InstaVote).
   Post successful registration, click on **"Login"** under 'SHARE HOLDER' tab & follow steps given above in points (a-b).

STEP 2: Steps to cast vote for Resolutions through InstaVote

A. Post successful authentication and redirection to InstaVote inbox page, you will be able to see the "Notification for e-voting".
B. Select 'View' icon. E-voting page will appear.
C. Refer the Resolution description and cast your vote by selecting your desired option 'Favour / Against' (If you wish to view the entire Resolution details, click on the 'View Resolution' file link).
D. After selecting the desired option i.e. Favour / Against, click on 'Submit'.
E. A confirmation box will be displayed. If you wish to confirm your vote, click on 'Yes', else to change your vote, click on 'No' and accordingly modify your vote.

NOTE: Shareholders may click on "Vote as per Proxy Advisor's Recommendation" option and view proxy advisor recommendations for each resolution before casting vote. "Vote as per Proxy Advisor's Recommendation" option provides access to expert insights during the e-Voting process. Shareholders may modify their vote before final submission.

Once you cast your vote on the resolution, you will not be allowed to modify or change it subsequently.

Non-Individual Body corporate shareholders shall send a scanned copy of the board resolution authorising its representative to vote, to the scrutinizer at registered email address with a copy marked to RTA at enotices@in.mpms.mufg.com and the company at registered email address.

Guidelines for Institutional shareholders ("Custodian / Corporate Body/ Mutual Fund")

STEP 1 – Custodian / Corporate Body/ Mutual Fund Registration

A. Visit URL: https://instavote.linkintime.co.in
B. Click on "Sign Up" under "Custodian / Corporate Body/ Mutual Fund"
C. Fill up your entity details and submit the form.
D. A declaration form and organization ID is generated and sent to the Primary contact person email ID (which is filled at the time of sign up). The said form is to be signed by the Authorised Signatory, Director, Company Secretary of the entity & stamped and sent to insta.vote@linkintime.co.in.
E. Thereafter, Login credentials (User ID; Organisation ID; Password) is sent to Primary contact person's email ID. (You have now registered on InstaVote)

STEP 2 – Investor Mapping

A. Visit URL: https://instavote.linkintime.co.in and login with InstaVote Login credentials.
B. Click on "Investor Mapping" tab under the Menu section
C. Map the Investor with the following details:

   1) 'Investor ID' – Investor ID for NSDL demat account is 8 Character DP ID followed by 8 Digit Client ID i.e., IN00000012345678; Investor ID for CDSL demat account is 16 Digit Beneficiary ID.
   2) 'Investor's Name - Enter Investor's Name as updated with DP.
   3) 'Investor PAN' - Enter your 10-digit PAN.
   4) 'Power of Attorney' - Attach Board resolution or Power of Attorney.

      NOTE: File Name for the Board resolution/ Power of Attorney shall be – DP ID and Client ID or 16 Digit Beneficiary ID.

   Further, Custodians and Mutual Funds shall also upload specimen signatures.

D. Click on Submit button. (The investor is now mapped with the Custodian / Corporate Body/ Mutual Fund Entity). The same can be viewed under the "Report section".

STEP 3 – Steps to cast vote for Resolutions through InstaVote

The corporate shareholder can vote by two methods, during the remote e-voting period.

METHOD 1 - VOTES ENTRY

a) Visit URL: https://instavote.linkintime.co.in and login with InstaVote Login credentials.
b) Click on "Votes Entry" tab under the Menu section.
c) Enter the "Event No." for which you want to cast vote.
   Event No. can be viewed on the home page of InstaVote under "On-going Events".
d) Enter "16-digit Demat Account No.".
e) Refer the Resolution description and cast your vote by selecting your desired option 'Favour / Against' (If you wish to view the entire Resolution details, click on the 'View Resolution' file link). After selecting the desired option i.e. Favour / Against, click on 'Submit'.
f) A confirmation box will be displayed. If you wish to confirm your vote, click on 'Yes', else to change your vote, click on 'No' and accordingly modify your vote.
   (Once you cast your vote on the resolution, you will not be allowed to modify or change it subsequently).

METHOD 2 - VOTES UPLOAD

a) Visit URL: https://instavote.linkintime.co.in and login with InstaVote Login credentials.
b) After successful login, you will see "Notification for e-voting".
c) Select "View" icon for "Company's Name / Event number".
d) E-voting page will appear.
e) Download sample vote file from "Download Sample Vote File" tab.
f) Cast your vote by selecting your desired option 'Favour / Against' in the sample vote file and upload the same under "Upload Vote File" option.
g) Click on 'Submit'. 'Data uploaded successfully' message will be displayed.
   (Once you cast your vote on the resolution, you will not be allowed to modify or change it subsequently).

NOTE: **Non-Individual Body corporate shareholders** shall send a scanned copy of the board resolution authorising its representative to vote, to the scrutinizer at registered email address with a copy marked to RTA at enotices@in.mpms.mufg.com and the company at registered email address.

HELPDESK:

Shareholders holding securities in physical mode / Non-Individual Shareholders holding securities in demat mode:

Shareholders holding securities in physical mode / Non-Individual Shareholders holding securities in demat mode facing any technical issue in login may contact INSTAVOTE helpdesk by sending a request at enotices@in.mpms.mufg.com or contact on: - Tel: 022 – 4918 6000.

Individual Shareholders holding securities in demat mode:

Individual Shareholders holding securities in demat mode may contact the respective helpdesk for any technical issues related to login through Depository i.e., NSDL and CDSL.

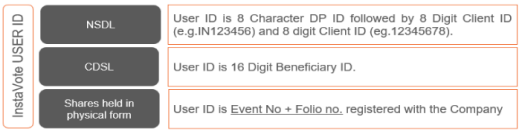
Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending request at evoting@nsdl.co.in or call at: 022 - 4886 7000
Individual Shareholders holding securities in demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending request at helpdesk.evoting@cdslindia.com or contact at toll free no. 1800 22 55 33

Forgot Password:

Individual Shareholders holding securities in physical mode / Non-Individual Shareholders holding securities in demat mode:

Individual Shareholders holding securities in physical mode / Non-Individual Shareholders holding securities in demat mode have forgotten the USER ID [Login ID] or Password or both then the shareholder can use the "Forgot Password" option available on: https://instavote.linkintime.co.in

- Click on **"Login"** under 'SHARE HOLDER' tab.
- Further Click on **"forgot password?"**
- Enter User ID, select Mode and Enter Image Verification code (CAPTCHA).
- Click on "SUBMIT".



In case Custodian / Corporate Body/ Mutual Fund has forgotten the USER ID [Login ID] or Password or both then the shareholder can use the "Forgot Password" option available on: https://instavote.linkintime.co.in

- Click on 'Login' under "Custodian / Corporate Body/ Mutual Fund" tab
- Further Click on **"forgot password?"**
- Enter User ID, Organization ID and Enter Image Verification code (CAPTCHA).
- Click on "SUBMIT".

In case shareholders have a valid email address, Password will be sent to his / her registered e-mail address. Shareholders can set the password of his/her choice by providing information about the particulars of the Security Question and Answer, PAN, DOB/DOI etc. The password should contain a minimum of 8 characters, at least one special character (!#$&), at least one numeral, at least one alphabet and at least one capital letter.*

Individual Shareholders holding securities in demat mode with NSDL/ CDSL has forgotten the password:

Individual Shareholders holding securities in demat mode have forgotten the USER ID [Login ID] or Password or both, then the Shareholders are advised to use Forget User ID and Forget Password option available at above mentioned depository/ depository participants website.

General Instructions - Shareholders

- ❖ It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential.
- ❖ For shareholders/ members holding shares in physical form, the details can be used only for voting on the resolutions contained in this Notice.
- ❖ During the voting period, shareholders/ members can login any number of time till they have voted on the resolution(s) for a particular "Event".

18. Details of Directors seeking re-appointment (pursuant to Regulation 36(3) and 26(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standard 2 on General Meetings) is as under:

Name	**Mr. Harshvardhan Goenka**	**Mr. Rajesh Naik**
Date of Birth	April 30, 1989	July 27, 1969
Date of First appointment	November 24, 2020	November 6, 2026
Qualification	Bachelor's degree in Economics and Business Management	BE (Chemical), Post Graduate Diploma in Finance Management
Experience	Mr. Harshvardhan Goenka has been associated with Laxmi Organic Industries Limited since 2011 and has served on its	Mr. Rajesh Naik brings over 34 years of experience in the chemical industry, having held senior

	Board since November 2020. He has played a key role in shaping the Company's strategic priorities, including capital allocation, mergers and acquisitions, business diversification and sustainable growth. He holds a Bachelor's degree in Economics and Business Management from Babson College, USA, and is pursuing Executive Education at Harvard Business School. He is also associated with the Indian Chemical Council, Assocham and FICCI.	leadership positions at Asian Paints, E.I. DuPont India, EICL and BASF India Limited. During his tenure of over a decade at BASF, he served on its Board for seven years and held key roles, including Head of Manufacturing – India, Regional Operations Head for Asia-Pacific (excluding Greater China) and Divisional Digital Officer. He was also a member of the BASF Global Manufacturing Council, bringing extensive expertise in manufacturing, operations, digital transformation and strategic leadership.
Terms & Conditions of Appointment	In terms of Section 152(6) of the Act, Mr. Harshvardhan Goenka is liable to retire by rotation at the Meeting.	In terms of Section 152(6) of the Act, Mr. Rajesh Naik is liable to retire by rotation at the Meeting.
Remuneration last drawn (including Sitting Fees, if any)	₹ 20.97 Million	NA
Remuneration proposed to be paid	Upon the re-appointment as Director, Mr. Harshvardhan Goenka, in his capacity of Executive Director, will receive remuneration as specified in Resolution No.1.	As specified in the resolution.
Shareholding in the Company	125 Equity Shares	NIL
Relationship with other Directors / Key Managerial Personnel	Mr. Harshvardhan Goenka is a son of Mr. Ravi Goenka, Executive Chairman & Whole time Director of the Company and nephew of Mr. Rajeev Goenka, Non-executive Director	NA
No. of Meetings of the Board Attended during 2025-26	5 (Five)	NA
Other Directorships held	1. Laxmi Bioenergie Limited 2. Anugrah Investments Limited 3. Cleanwin Energy Two Private Limited 4. Yellowstone Greenenergy Private Limited 5. Unicrate Datatech Private Limited 6. Wind Edge Power Solutions Private Limited	NIL
Membership/ Chairmanship of Committees of Other Company Boards as on March 31, 2026	NA	**NIL**

EXPLANATORY STATEMENT PURSUANT TO SECTION 102(1) OF THE COMPANIES ACT, 2013 ("the Act")

The following Statement sets out all material facts relating to the Special Business mentioned in the accompanying Notice:

ITEM NO. 1

The Board of Directors of the Company, at its meeting held on September 8, 2026, based on the recommendation of the Nomination and Remuneration Committee ("**NRC**"), approved the appointment and re-designation of Mr. Harshvardhan Goenka (DIN: 08239696), presently Executive Director of the Company, as Managing Director & Chief Executive Officer ("MD & CEO") for a period of five (5) years commencing from November 14, 2026 up to November 13, 2031, subject to approval of the Members and other applicable statutory and regulatory requirements.

The proposed appointment forms part of the Company's structured succession planning process, following the transition of Dr. Rajan Venkatesh from the position of Managing Director & Chief Executive Officer. The appointment is intended to ensure a seamless leadership transition, continuity in the Company's strategic direction and stability for its employees, customers, shareholders and other stakeholders.

Mr. Harshvardhan Goenka has been associated with the Company since 2011 and has served on its Board since November 2020. Over the years, he has played a significant role in shaping the Company's strategic priorities, including capital allocation, mergers and acquisitions, business diversification and sustainable growth. His extensive involvement in the Company's operations and strategic initiatives has provided him with a comprehensive understanding of its businesses, systems, processes and long-term objectives.

Mr. Harshvardhan Goenka holds a Bachelor's degree in Economics and Business Management from Babson College, USA, and is pursuing Executive Education at Harvard Business School. He is also associated with various industry bodies, including the Indian Chemical Council, ASSOCHAM and FICCI.

The NRC, after evaluating his experience, leadership capabilities, existing responsibilities and familiarity with the Company's business, unanimously recommended his appointment as MD & CEO. The NRC also recognised his professional development over the years, collaborative approach and readiness to assume greater leadership responsibilities.

The Board, after considering the NRC's recommendation and the Company's long-term succession requirements, is of the view that Mr. Harshvardhan Goenka possesses the requisite experience, knowledge and leadership capabilities to effectively discharge the responsibilities of MD & CEO and lead the Company through its next phase of growth.

Mr. Harshvardhan Goenka shall continue to receive remuneration in accordance with the approvals already granted by the Members at the 36th and 37th Annual General Meetings, subject to the terms approved by the Board and applicable statutory requirements. In the event of absence or inadequacy of profits in any financial year during his tenure, the remuneration approved for Mr. Harshvardhan Goenka shall be payable as minimum remuneration, subject to the provisions of Sections 196 and 197 read with Schedule V of the Companies Act, 2013 and other applicable statutory approvals.

The Board of Directors and/or the NRC shall have the authority to alter, vary or revise the terms and conditions of appointment and remuneration from time to time, subject to the limits and approvals prescribed under applicable law.

Mr. Harshvardhan Goenka shall also be designated as Key Managerial Personnel of the Company in his capacity as MD & CEO with effect from November 14, 2026.

The proposed appointment and remuneration are subject to approval of the Members pursuant to Sections 196, 197 and 203 read with Schedule V and other applicable provisions of the Companies Act, 2013, the relevant rules made thereunder, and the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The requisite disclosures concerning Mr. Harshvardhan Goenka, as prescribed under Regulation 36(3) of the SEBI Listing Regulations and Secretarial Standard-2 on General Meetings, are provided in the Annexure to the Notice.

Mr. Harshvardhan Goenka, being the proposed appointee, is interested in the resolution concerning his appointment and remuneration. Mr. Ravi Goenka and Mr. Rajeev Goenka, being related to Mr. Harshvardhan Goenka, are also deemed to be interested in the proposed resolution.

Except for Mr. Harshvardhan Goenka, Mr. Ravi Goenka and Mr. Rajeev Goenka, and their respective relatives to the extent of their shareholding or other interest, if any, none of the other Directors, Key Managerial Personnel of the Company or their respective relatives is concerned or interested, financially or otherwise, in the proposed resolution.

The Board of Directors recommends the resolution set out at Item No. 1 of the accompanying Notice for approval of the Members as a Special Resolution.

ITEM NO. 2

The Board of Directors of the Company, upon the recommendation of the Nomination and Remuneration Committee ("NRC"), at its meeting held on November 5, 2026, approved the appointment of Mr. Rajesh Naik (DIN: 06935998) as an Additional Director in the capacity of Whole-time Director, designated as Executive Director (Operations), liable to retire by rotation, for a period of five (5) years with effect from November 6, 2026 to November 5, 2031, subject to approval of the Members and other applicable statutory and regulatory requirements.

The NRC, after evaluating his candidature, experience, qualifications and suitability for the proposed position, recommended his appointment as Whole-time Director of the Company. The Board, considering the recommendation of the NRC and the Company's business and organisational requirements, approved the proposed appointment.

The Company has received from Mr. Rajesh Naik (i) his consent in writing to act as Director in Form DIR-2 pursuant to Rule 8 of the Companies (Appointment and Qualification of Directors) Rules, 2014; (ii) an intimation in Form DIR-8 confirming that he is not disqualified from being appointed as a Director under Section 164 of the Companies Act, 2013 ("Act"); and (iii) disclosure of interest in Form MBP-1 pursuant to Section 184(1) of the Act.

Mr. Naik brings over 34 years of experience in the chemical industry, having held senior leadership positions at Asian Paints, E.I. DuPont India, EICL and BASF India Limited. During his tenure of over a decade at BASF, he served on its Board for seven years and held key roles, including Head of Manufacturing – India, Regional Operations Head for Asia-Pacific (excluding Greater China) and Divisional Digital Officer. He was also a member of the BASF Global Manufacturing Council. His experience spans manufacturing, operations, digital transformation and strategic leadership.

In the event of absence or inadequacy of profits in any financial year during his tenure, the remuneration approved for Mr. Rajesh Naik shall be payable as minimum remuneration, subject to the applicable provisions of Sections 196 and 197 read with Schedule V of the Act and the requisite approvals.

Mr. Rajesh Naik satisfies the conditions prescribed under Part I of Schedule V and Section 196(3) of the Act for appointment as Whole-time Director and is not disqualified from being appointed as a Director under Section 164 of the Act.

In terms of Sections 152, 161, 196, 197 and other applicable provisions of the Act, read with Schedule V, the resolution set out at Item No. 2 seeks approval of the Members for:

1. Appointment of Mr. Rajesh Naik as a Director of the Company with effect from November 6, 2026; and
2. Appointment of Mr. Rajesh Naik as Whole-time Director of the Company for a period of five (5) years, from November 6, 2026 to November 5, 2031, on the terms and conditions, including remuneration, as specified in the resolution.

The above may be treated as a written memorandum setting out the terms and conditions of appointment of Mr. Rajesh Naik pursuant to Section 190 of the Act.

The additional disclosures required under Regulation 36(3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standard-2 on General Meetings are provided in the Annexure to the Notice.

Except Mr. Rajesh Naik, being the proposed appointee, and his relatives to the extent of their interest, if any, none of the Directors, Key Managerial Personnel of the Company or their respective relatives is concerned or interested, financially or otherwise, in the proposed resolution.

The Board of Directors recommends the resolution set out at Item No. 2 of the accompanying Notice for approval of the Members as a Special Resolution.

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