

**PARIJAT INDUSTRIES (INDIA) LIMITED**  
(formerly *Parijat Industries (India) Private Limited*)  
**Regd. Office:** M-77, M-Block Market, 1<sup>st</sup> & 2<sup>nd</sup> Floor  
Greater Kailash - II, New Delhi-110048  
Ph.: +91-11-45766000, Fax: +91-11-45766055  
CIN: U24219DL1995PLC161189  
Web: [www.parijatagrochemicals.com](http://www.parijatagrochemicals.com)

### **NOTICE**

**NOTICE** is hereby given that the 30<sup>th</sup> Annual General Meeting of the members of Parijat Industries (India) Limited will be held on Thursday, 18<sup>th</sup> Day of September, 2025 at 05.00 P.M. at shorter notice at Corporate office of the company situated at Plot No. 239, 3rd Floor Okhla Industrial Estate, Phase-III, New Delhi-110020 via Video Conferencing with the consent of Shareholders to transact the following business, in due compliance with General Circular No. 09/2024 dated 19th September 2024 issued by Ministry of Corporate Affairs to transact the following business:

#### **ORDINARY BUSINESS**

1. To receive, consider and adopt the Standalone and Consolidated Audited Financial Statements of the Company for the Financial Year ended 31st March 2025 including Balance Sheet as at 31st March 2025, Statement of Profit & Loss and Cash-Flow Statement for the year ended 31st March 2025, along with the notes to accounts and the Reports of the Board of Directors and Auditors thereon.
2. To declare dividend of Rs. 0.50 per Equity share on for the financial year 2024-2025.
3. To consider and approve re-appointment of Mr. Keshav Anand (DIN:01050275) Managing Director of the company, who retire by rotation and being eligible, offer himself for re-appointment

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

**“RESOLVED THAT** Mr. Keshav Anand, Managing Director who retires by rotation in terms of Section 152(6) of Companies Act, 2013 and being eligible be and is hereby re-appointed as Director of the Company who shall continue as Managing Director of the Company, to the extent that he is required to retire by rotation.

**RESOLVED FURTHER THAT** all other terms and conditions of appointment shall remain unchanged and shall continue to be governed by the Special Resolution dated July 22, 2025, and the remuneration as approved by the Special Resolution dated September 18, 2025.”

4. To consider and approve re-appointment of Mr. Shivraj Anand (DIN: 05269953) Whole-time director of the company, who retire by rotation and being eligible, offer himself for re-appointment

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

**“RESOLVED THAT** Mr. Shivraj Anand, Whole-time Director who retires by rotation in terms of Section 152(6) of Companies Act, 2013 and being eligible be and is hereby re-appointed as Director of the Company who shall continue as Whole-time Director of the Company, to the extent that he is required to retire by rotation.



**RESOLVED FURTHER THAT** all other terms and conditions of appointment shall remain unchanged and shall continue to be governed by the Special Resolution dated July 22, 2025, and the remuneration as approved by the Special Resolution dated September 18, 2025”

**5. To fix remuneration of M/s. S.R. Batliboi & Co. LLP, Chartered Accountants, Statutory Auditor of the Company**

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

**“RESOLVED THAT** pursuant to the provisions of section 142 of the Companies Act, 2013 and other applicable provisions of the Companies Act, 2013 read with the rules made thereunder, the consent of the shareholders be and is hereby accorded to authorize Mr. Shivraj Anand or Mr. Uday Raj Anand (Whole-Time Directors) for fixation of remuneration to be paid to M/s S.R. Batliboi & Co. LLP., Chartered Accountants, Statutory Auditors of the Company for the financial year 2025-26.”

**SPECIAL BUSINESS**

**6. To confirm remunerations payable to Mr. Keshav Anand (Managing Director), Mr. Shivraj Anand (Whole-time Director), Mr. Uday Raj Anand (Whole-time Director) and Mr. Raj Deep Bhatia (Whole-time Director)**

**a) To approve remuneration of Mr. Keshav Anand (DIN: 01050275), Managing Director**

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

**“RESOLVED THAT** in modification and partial supersession of Special resolution dated July 22, 2025 with respect to amount of remuneration of Mr. Keshav Anand, Managing Director and pursuant to the provisions of Sections 196, 197, 198, 203 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read with Schedule V to the said Act read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “SEBI Listing Regulations”) (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the Articles of Association of the Company, and based on the recommendation of the Board, the consent of the members be and is hereby accorded for the remuneration of Mr. Keshav Anand as set out below, with authority to the Board of Directors (including any duly constituted Committee thereof) to grant increments and to alter, vary, or revise the structure, components, and scope of such remuneration, from time to time, as may be deemed appropriate, provided that the overall remuneration shall remain within the limits prescribed under Section 197 of the Companies Act, 2013, read with Schedule V thereto and Regulation 17(6) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as applicable, and without requiring any further approval of the Members.

Particulars	Amount (INR)
Fixed salary	90,00,000
Variable pay **	21,00,000
Total remuneration	1,11,00,000
<i>He will also be entitled for reimbursements incurred by him in performance of his duties as per the policy of the Company, as amended.</i>	

*\*\*50% shall be calculated as per the annual variable incentive policy of the Company and 50% shall be calculated pursuant to certain financial metrics measured by the Company.*

**RESOLVED FURTHER THAT** in the event the Company has inadequate profits or losses in any financial year during the tenure of Mr. Keshav Anand, subject to consent of members, the Board of Directors be and is hereby authorized, to determine and fix the remuneration payable to him which



shall not be less than the remuneration paid to Mr. Keshav Anand in the immediately preceding financial year or such higher amount as may be determined in accordance with Part II of Schedule V of the Act as deemed fit by the Board, subject to necessary approvals, if required, notwithstanding limits as specified under Section 197(1) read with Schedule V to the Act and Regulation 17(6)(e)(ii) of SEBI Listing Regulations and such minimum remuneration shall be subject to increments as may be deemed fit by the Board from time to time, within the overall limits specified in this resolution and as per applicable laws.

**RESOLVED FURTHER THAT** if the Company has a loss for a period exceeding three (3) consecutive financial years, the remuneration payable to Mr. Keshav Anand shall be subject to the approval of the Members in accordance with the provisions of Schedule V of the Act and any further regulatory requirements.

**RESOLVED FURTHER THAT** any Executive Director and/or Company Secretary & Compliance Officer of the Company be and is hereby severally authorized to do all the acts, deeds and things which are necessary, proper, expedient or incidental for the purpose of giving effect to the aforesaid resolution.”

**b) To approve revised remuneration of Mr. Shivraj Anand (DIN: 05269953), Whole-time Director**

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

**“RESOLVED THAT** in modification and partial supersession of Special resolution dated July 22, 2025 with respect to amount of remuneration of Mr. Shivraj Anand, Whole- Time Director and pursuant to the provisions of Sections 196, 197, 198, 203 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read with Schedule V to the said Act and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “SEBI Listing Regulations”) (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the Articles of Association of the Company, and based on the recommendation of the Board, the consent of the members be and is hereby accorded for the remuneration of Mr. Shivraj Anand as set out below, with authority to the Board of Directors (including any duly constituted Committee thereof) to grant increments and to alter, vary, or revise the structure, components, and scope of such remuneration, from time to time, as may be deemed appropriate, provided that the overall remuneration shall remain within the limits prescribed under Section 197 of the Companies Act, 2013, read with Schedule V thereto and Regulation 17(6) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as applicable, and without requiring any further approval of the Members.

Particulars	Amount (INR)
Fixed salary	74,00,000
Variable pay **	37,00,000
Total remuneration	1,11,00,000
<i>He will also be entitled for reimbursements incurred by him in performance of his duties as per the policy of the Company, as amended.</i>	

*\*\*50% shall be calculated as per the annual variable incentive policy of the Company and 50% shall be calculated pursuant to certain financial metrics measured by the Company.*

**RESOLVED FURTHER THAT** in the event the Company has inadequate profits or losses in any financial year during the tenure of Mr. Shivraj Anand, subject to consent of members, the Board of Directors be and is hereby authorized, to determine and fix the remuneration payable to him which shall not be less than remuneration paid to Mr. Shivraj Anand in the immediately preceding financial year or such higher amount as may be determined in accordance with Part II of Schedule V of the Act as deemed fit by the Board, subject to necessary approvals, if required, notwithstanding limits as specified under Section 197(1) read with Schedule V to the Act and Regulation 17(6)(e)(ii) of SEBI Listing Regulations and such minimum remuneration shall be subject to increments as may be



deemed fit by the Board from time to time, within the overall limits specified in this resolution and as per applicable laws.

**RESOLVED FURTHER THAT** if the Company has a loss for a period exceeding three (3) consecutive financial years, the remuneration payable to Mr. Shivraj Anand shall be subject to the approval of the Members in accordance with the provisions of Schedule V of the Act and any further regulatory requirements.

**RESOLVED FURTHER THAT** any Executive Director and/or Company Secretary & Compliance Officer of the Company be and is hereby severally authorized to do all the acts, deeds and things which are necessary, proper, expedient or incidental for the purpose of giving effect to the aforesaid resolution.”

**c) To approve revised remuneration of Mr. Uday Raj Anand (DIN: 06432765), Whole- Time Director**

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

**“RESOLVED THAT** in modification and partial supersession of Special resolution dated July 22, 2025 with respect to amount of remuneration of Mr. Uday Raj Anand, Whole-time Director and pursuant to the provisions of Sections 196, 197, 198, 203 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read with Schedule V to the said Act and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “SEBI Listing Regulations”) (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the Articles of Association of the Company, and based on the recommendation of the Board, the consent of the members be and is hereby accorded for the remuneration of Mr. Uday Raj Anand as set out below, with authority to the Board of Directors (including any duly constituted Committee thereof) to grant increments and to alter, vary, or revise the structure, components, and scope of such remuneration, from time to time, as may be deemed appropriate, provided that the overall remuneration shall remain within the limits prescribed under Section 197 of the Companies Act, 2013, read with Schedule V thereto and Regulation 17(6) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as applicable, and without requiring any further approval of the Members

Particulars	Amount (INR)
Fixed salary	74,00,000
Variable pay**	37,00,000
Total Remuneration	1,11,00,000
<i>He will also be entitled for reimbursements incurred by him in performance of his duties as per the policy of the Company, as amended.</i>	

*\*\*50% shall be calculated as per the annual variable incentive policy of the Company and 50% shall be calculated pursuant to certain financial metrics measured by the Company.*

**RESOLVED FURTHER THAT** in the event the Company has inadequate profits or losses in any financial year during the tenure of Mr. Uday Raj Anand, the Board of Directors be and is hereby authorized, to determine and fix the remuneration payable to him which shall not be less than remuneration paid to Mr. Uday Raj Anand in the immediately preceding financial year or such higher amount as may be determined in accordance with Part II of Schedule V of the Companies Act, 2013, as deemed fit by the Board, subject to necessary approvals, if required, notwithstanding limits as specified under Section 197(1) read with Schedule V to the Act and Regulation 17(6)(e)(ii) of SEBI Listing Regulations and such minimum remuneration shall be subject to increments as may be deemed fit by the Board from time to time, within the overall limits specified in this resolution and as per applicable laws.

**RESOLVED FURTHER THAT** if the Company has a loss for a period exceeding three (3) consecutive financial years, the remuneration payable to Mr. Uday Raj Anand shall be in accordance



with the provisions of Schedule V of the Companies Act, 2013, and any further regulatory requirements.

**RESOLVED FURTHER THAT** the Board of Directors be and is hereby authorized to alter, vary or revise the scope and structure of the remuneration payable to Mr. Uday Raj Anand, including the monetary value thereof, from time to time, in such manner as may be deemed appropriate, subject to the overall limits specified under this resolution and in accordance with the applicable provisions of the Act and the SEBI Listing Regulations.

**RESOLVED FURTHER THAT** any Executive Director and/or Company Secretary & Compliance Officer of the Company be and is hereby severally authorized to do all the acts, deeds and things which are necessary, proper, expedient or incidental for the purpose of giving effect to the aforesaid resolution.”

**d) To confirm the appointment of Mr. Raj Deep Bhatia (DIN: 05226727) as Whole-Whole-time Director and approve his remuneration**

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

**“RESOLVED THAT** in modification and partial supersession of Special resolution dated July 21, 2025 with respect to amount of remuneration of Mr. Raj Deep Bhatia, Whole-time Director and pursuant to the provisions of Sections 196, 197, 198, 203 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read with Schedule V to the said Act and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the “SEBI Listing Regulations”) (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), the Articles of Association of the Company, and based on the recommendation of the Board, the consent of the members be and is hereby accorded for the remuneration of Mr. Raj Deep Bhatia as set out below, with authority to the Board of Directors (including any duly constituted Committee thereof) to grant increments and to alter, vary, or revise the structure, components, and scope of such remuneration, from time to time, as may be deemed appropriate, provided that the overall remuneration shall remain within the limits prescribed under Section 197 of the Companies Act, 2013, read with Schedule V thereto and Regulation 17(6) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as applicable, and without requiring any further approval of the Members.

Particulars	Amount (INR)
Fixed salary	57,78,000
Variable pay**	12,71,200
Total Remuneration	70,49,200
<i>He will also be entitled for reimbursements incurred by him in performance of his duties as per the policy of the Company, as amended.</i>	

*\*\* shall be calculated as per the annual variable incentive policy of the Company*

**RESOLVED FURTHER THAT** in the event the Company has inadequate profits or losses in any financial year during the tenure of Mr. Raj Deep Bhatia, the Board of Directors be and is hereby authorized, to determine and fix the remuneration payable to him which shall not be less than remuneration paid to Mr. Raj Deep Bhatia in the immediately preceding financial year or such higher amount as may be determined in accordance with Part II of Schedule V of the Companies Act, 2013, as deemed fit by the Board, subject to necessary approvals, if required, notwithstanding limits as specified under Section 197(1) read with Schedule V to the Act and Regulation 17(6)(e)(ii) of SEBI Listing Regulations and such minimum remuneration shall be subject to increments as may be deemed fit by the Board from time to time, within the overall limits specified in this resolution and as per applicable laws.

**RESOLVED FURTHER THAT** if the Company has a loss for a period exceeding three (3) consecutive financial years, the remuneration payable to Mr. Raj Deep Bhatia shall be in



accordance with the provisions of Schedule V of the Companies Act, 2013, and any further regulatory requirements.

**RESOLVED FURTHER THAT** any Executive Director and/or Company Secretary & Compliance Officer of the Company be and is hereby severally authorized to do all the acts, deeds and things which are necessary, proper, expedient or incidental for the purpose of giving effect to the aforesaid resolution.”

**7. Ratification of remuneration of cost auditors of the company for the year 2025-26**

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

**“RESOLVED THAT** pursuant to the provisions of Section 148(3) and all other applicable provisions of the Companies Act, 2013 read with the Companies (Audit and Auditors) Rules, 2014 and on the recommendation of Audit Committee and Board of Directors, M/s. Balwinder & Associates, Cost Accountants (Firm Registration No. 000201), appointed by the Board of Directors as the Cost Auditor of the Company to conduct the audit of the cost accounts maintained by the Company for the Financial year 2025-26 on the agreed remuneration of INR 0.2 million (INR Two Lakh only) plus Goods & Service Tax (GST) & re-imbursement of out-of-pocket expenses in performance of their duties be and is hereby ratified and confirmed.

**RESOLVED FURTHER THAT** for the purpose of giving effect to this resolution any of the Executive Directors and/or Company Secretary and Compliance Officer and/or Chief Financial Officer of the Company be and is hereby authorized, on behalf of the Company, to do all acts, deeds, matters and things as deem necessary, proper or desirable and to sign and execute all necessary documents, applications and returns for the purpose of giving effect to the aforesaid resolution.”



Date : 18.09.2025  
Place : New Delhi

By order of the Board  
For **Parijat Industries (India) Limited**

  
**Company Secretary  
& Compliance Officer**

**Anil Kumar Sachdeva**  
Company Secretary & Compliance Officer  
Membership No.-F11493



## NOTES:

- i An Explanatory Statement pursuant to Section 102 (1) of the Companies Act, 2013 as may be applicable shall be specified.
- ii Since this AGM will be held through Video Conferencing ('VC')/Other Audio-visual Means ('OAVM'), (a) Members will not be able to appoint proxies of the meeting, and (b) Attendance Slip and Route Map are not being annexed to this Notice.
- iii The deemed venue for AGM shall be the Corporate Office of the Company.
- iv The meeting shall be called through Video Conferencing or Other Audio-Visual means, in due compliance with Circular No. 09/2024 dated 19<sup>th</sup> September 2024 issued by Ministry of Corporate Affairs.
- v Members attending the AGM shall be counted for the purpose of reckoning the quorum under section 103 of the Act.
- vi The facility for VC/OAVM allows two-way teleconferencing for the ease of participation of the members and the participants are allowed to pose questions concurrently or given time to submit questions in advance on the email address of the Company.
- vii The facility for joining the meeting through VC/OAVM shall be kept open 15 minutes before the time scheduled to start the meeting.
- viii APPOINTMENT OF PROXIES IS NOT ALLOWED. HOWEVER, U/S 112 & 113 AUTHORIZED REPRESENTATIVES MAY BE APPOINTED FOR ATTENDING THE MEETING IN TERMS OF CIRCULAR NO. 10/2021 DATED 23/06/2021.
- ix 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 at the AGM.
- x The member shall click on the link shared over their Email ID (i.e. Join Microsoft Teams Meeting) to join the meeting and in case of any error may contact to Mr. Anil Kumar Sachdeva, Company Secretary at Email ID: [anil.s@parijat.in](mailto:anil.s@parijat.in) or Ph No.:+91-11-45766000.
- xi In case the voting is required through poll the Members shall convey their vote at Company's designated Email ID: [anil.s@parijat.in](mailto:anil.s@parijat.in).
- xii The proceedings of the Meeting will be recorded as required under Companies Act, 2013 read with rules made and circulars issued thereunder. The Company shall maintain a recorded transcript of the meeting in safe custody
- xiii The Notice calling this meeting shall also be placed on the Company's website [www.parijtagrochemicals.com](http://www.parijtagrochemicals.com).
- xiv In accordance with the MCA Circulars, the relevant statutory registers and other documents as referred to in the Notice and Explanatory Statement of AGM will be made accessible for inspection and shall remain open and be accessible to any member upto and during the continuance of the meeting and the same can be accessed by sending a request to the Company at [anil.s@parijat.in](mailto:anil.s@parijat.in).
- xv All voting at any Members' meeting shall be by way of show of hands unless poll is demanded as per the provisions of the Companies Act, 2013.



xvi The Register of Members of the Company will remain closed on September 18, 2025 (Book Closure Date) for determining the names of members eligible for final dividend on Shares, if declared, at the meeting.

xvii The dividend on shares, as recommended by the Board of Directors, if declared at the meeting, will be paid after the meeting.



## ANNEXURE TO THE NOTICE

### Explanatory Statement under section 102 of the Companies Act 2013 ["ACT"] and Explanation about reasons for passing of the resolution.

#### Item No. 5

Given that post conversion of the Company into a Public Limited Company, the provisions of Companies Act, 2013 ("Act") governing the office of Managing Director and Whole Time Director shall be applicable. Accordingly, appointment and respective remuneration of Mr. Keshav Anand (Managing Director), Mr. Shivraj Anand (Whole Time Director), Mr. Uday Raj Anand (Whole Time Director) and Mr. Raj Deep Bhatia (Whole Time Director) of the Company was approved and confirmed by the members pursuant to Sections 196, 197 & 198 read with schedule V and other applicable provisions of the Act by Special Resolution dated July 21, 2025.

However, considering changes in the structure of remuneration payable to the said Directors, Board hereby recommends approval of revised remuneration as mentioned in the resolution through modification and partial supersession of the Special Resolution dated July 21, 2025. This explanatory statement may also be read and treated as disclosure in compliance with the requirements of Section 190 of the Companies Act, 2013.

Also, it is recommended that in the event the Company has inadequate profits or losses in any financial year during the tenure of concerned Directors subject to consent of members, it is recommended to pay remuneration not less than remuneration paid to the concerned Directors in the immediately preceding financial year or such higher amount as may be determined in accordance with Part II of Schedule V of the Companies Act, 2013, as deemed fit by the Board, notwithstanding limits as specified under Section 197(1) read with Schedule V to the Companies Act, 2013 and Regulation 17(6)(e)(ii) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") and such minimum remuneration shall be subject to increments as may be deemed fit by the Board from time to time, within the overall limits specified in the given resolution and as per applicable laws. However, if the Company has a loss for a period exceeding three consecutive financial years, the remuneration payable to Directors shall be subject to the approval of the shareholders in accordance with the provisions of Schedule V of the Companies Act, 2013, and any further regulatory requirements.

#### Other relevant information:

##### I. General information:

- (1) Nature of industry: Agrochemical Industry
- (2) Date or expected date of commencement of commercial production: Since incorporation i.e. May 17, 1995
- (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:

Particulars	2024-25 (Amount in Rs. Lakhs)
Revenue from Operations	1,04,880.42
Profit Before Tax	6,972.98
Profit for the year	5,090.84
Earnings per Share	Basic EPS: 8.59 Diluted EPS: 8.49
Dividend	296.40

- (5) Foreign investments or collaborations, if any: Nil



## II. Information about the appointee

S. No.	Particulars	Mr. Keshav Anand	Mr. Shivraj Anand	Mr. Uday Raj Anand	Mr. Raj Deep Bhatia
1.	Background details	As per Annexure-A	As per Annexure-A	As per Annexure-A	As per Annexure-A
2.	Past Remuneration	As per Annexure-A	As per Annexure-A	As per Annexure-A	As per Annexure-A
3.	Recognition or Awards	He has featured in the 'Top 100 Indian Innovations' by the Indian Innovators Association in 2023 and is the recipient of 'Asia's Greatest Leader' award by AsiaOne in 2024.	Emerging leader of the year by PMFAI for FY 2023-24	-	-
4.	Job profile and his suitability	As per Annexure-A	As per Annexure-A	As per Annexure-A	As per Annexure-A
5.	Remuneration proposed	As per Annexure-A	As per Annexure-A	As per Annexure-A	As per Annexure-A
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):	Board while deciding remuneration of respective Directors shall consider and refer prevalent industry standards			
7.	Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel or other director if any.	Nil	Nil	Nil	Nil

## III. Other information:

- (1) Reasons of loss or inadequate profits: Not Applicable
- (2) Steps taken or proposed to be taken for improvement: Not Applicable
- (3) Expected increase in productivity and profits in measurable terms: Not Applicable

Information of directors seeking confirmation of appointment at this Annual General Meeting (pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standard 2 issued by the Institute of Company Secretaries of India) is enclosed herewith as **Annexure A**.

The Board recommends the resolution for approval of the members of the Company. Except concerned Directors and their respective relatives in the proposed resolutions and their relative none of the Directors, key managerial personnel and relatives of Directors and/or key managerial personnel (as defined in the Companies Act, 2013) are concerned or interested in the proposed resolution either financially or otherwise.



**Item No. 6**

In accordance with the provisions of Section 148 of the Companies Act, 2013 (the Act) and the Companies (Audit and Auditors) Rules, 2014 (the Rules), the Company is required to appoint a cost auditor to audit the cost records of Company.

The Audit and Board at its meeting held on September 18, 2025 has approved the appointment of M/s. Balwinder & Associates, Cost Accountants (Firm Registration No. 000201) as the Cost Auditor of the Company for the financial year 2025-26 on the agreed remuneration of INR 0.2 million (INR Two Lakh only) plus Goods & Service Tax (GST) & re-imbursement of out-of-pocket expenses, if any, in connection with the cost audit. The appointment and the remuneration of the cost auditor is required to be ratified subsequently in accordance to the provisions of the Act and Rule 14 of the Rules.

Accordingly, the Directors recommend the Ordinary Resolution to the Members for their acceptance.

None of the Directors, key managerial personnel and relatives of Directors and/or key managerial personnel (as defined in the Companies Act, 2013) are concerned or interested in the proposed resolution either financially or otherwise.



## Annexure A

<b>Name</b>	<b>Mr. Keshav Anand</b>	<b>Mr. Shivraj Anand</b>
<b>DIN</b>	01050275	05269953
<b>Date of Birth &amp; Age</b>	10 <sup>th</sup> November, 1957 67 years old	13 <sup>th</sup> November, 1988 36 years old
<b>Date of first appointment on the Board</b>	December 12, 2003	April 26, 2018
<b>Qualifications</b>	He holds a B.Com (Honors) degree from Delhi University.	Mr. Shivraj Anand is Oxford postgraduate in International Business and Economics graduate from Delhi University.
<b>Expertise/Experience in specific functional areas</b>	Keshav Anand brings over 30 years of entrepreneurial and leadership experience in the agrochemical industry. He has played a pivotal role in transforming the Company into a globally recognized brand with a presence in more than 60 countries. Known for his visionary leadership, focus on innovation, and commitment to ethical business practices, he has led the development of several patented products. His contributions have earned him recognition as one of the Top 100 Indian Innovators (2023) and Asia's Greatest Leader 2024.	Shivraj Anand plays a strategic role in driving the international growth of Parijat Industries. He is responsible for establishing and developing overseas subsidiaries and expanding the company's presence in key export markets, while maintaining a strong global brand image. He is the expert of Merger & Acquisitions, Strategic Investments decisions and Investor Relations.
<b>Terms and conditions of appointment or re-appointment along-with details of remuneration sought to be paid</b>	As per the appointment letter	As per the appointment letter
<b>Details of remuneration sought to be paid and the remuneration last drawn by such person, if applicable</b>	Details of remuneration sought to be paid forms part of the explanatory statement above Remuneration last drawn: INR 87,78,900/-	Details of remuneration sought to be paid forms part of the explanatory statement above Remuneration last drawn: INR 56,77,137/-
<b>Directorships in other Companies</b>	He holds the Directorship in the following companies: 1. Crop Care Federation of India 2. Parijat Entertainment Pvt Ltd	He holds the Directorship in the following companies: 1. Crimsun Organics Pvt Ltd 2. Parijat Consulting Pvt Ltd 3. Parijat Holdings Pvt Ltd 4. Parijat Innovations Pvt Ltd 5. Leeds Life Sciences Pvt Ltd 6. Parijat Crop Protection (India) Pvt Ltd.
<b>Memberships / Chairmanships of Board committees in other companies</b>	He is a member of Regulatory Committee in Parijat Industries (India) Ltd.	He is a member of Corporate Social Responsibility (CSR) Committee in Leeds Life Sciences Pvt. Ltd.
<b>Number of shares held in the company</b>	He holds 55,95,116 Equity Shares.	He holds 25,75,416 Equity Shares.
<b>Relationship with other director, manager and KMP of the Company</b>	Relative of Uday Raj Anand, Whole-time Director & CEO (Domestic Business)	None
<b>Number of Board meetings attended during the FY 2024-25</b>	He attended four (4) Board Meeting during FY 2024-25	He attended seven (7) Board Meeting during FY 2024-25



<b>Name</b>	<b>Mr. Uday Raj Anand</b>	<b>Mr. Raj Deep Bhatia</b>
<b>DIN</b>	06432765	05226727
<b>Date of Birth &amp; Age</b>	January 24, 1987 38 years old	October 5, 1957 67 years old
<b>Date of first appointment on the Board</b>	26 <sup>th</sup> April, 2018	13 <sup>th</sup> November, 2018
<b>Qualifications</b>	Mr. Uday Raj Anand is M. Phil (Development Studies) & M. Sc from Oxford University London.	Mr. Raj Deep Bhatia holds a Bachelor of Technology degree in Chemical Engineering.
<b>Expertise/Experience in specific functional areas</b>	Uday Raj Anand joined Parijat in 2012 and currently leads the Company's process reengineering and strategic initiatives. He plays a key role in strengthening core support functions such as Human Resources, Information Technology, and Administration, with a focus on building a robust organizational backbone. His approach emphasizes evidence-based decision-making and the adoption of technological innovations to drive operational efficiency and enhance overall productivity.	Mr. Raj Deep Bhatia is a seasoned Chemical Engineer with over 39 years of industry experience. His expertise spans process and chemical plant design, execution of petrochemical and refinery projects, and for the past 25 years, he has been specialized in the manufacturing of pesticide technicals and formulations.
<b>Terms and conditions of appointment or re-appointment along-with details of remuneration sought to be paid</b>	As per the appointment letter.	As per the appointment letter.
<b>Details of remuneration sought to be paid and the remuneration last drawn by such person, if applicable</b>	Details of remuneration sought to be paid forms part of the explanatory statement above Remuneration last drawn: INR 1,11,00,000/-	Details of remuneration sought to be paid forms part of the explanatory statement above Remuneration last drawn: INR 70,49,200/-
<b>Directorships in other Companies</b>	He holds the Directorship in the following companies: 1. Parijat Fitness Pvt Ltd 2. Parijat Holdings Pvt Ltd 3. Leeds Life Sciences Pvt Ltd 4. Parijat Crop Protection (India) Pvt Ltd.	He holds the Directorship in the following companies: 1. Crimsun Organics Pvt Ltd, 2. Leeds Life Sciences Pvt Ltd,
<b>Memberships / Chairmanships of Board committees in other companies</b>	He is a member of Corporate Social Responsibility (CSR) Committee in Leeds Life Sciences Pvt. Ltd.	NIL
<b>Number of shares held in the company</b>	He holds 12,09,780 Equity Shares.	NIL
<b>Relationship with other director, manager and KMP of the Company</b>	Relative of Mr. Keshav Anand, Managing Director	None
<b>Number of Board meetings attended during the FY 2024-25</b>	He attended six (6) Board Meeting during FY 2024-25	He attended six (6) Board Meeting during FY 2024-25