



Alkyl Amines Chemicals Limited

Regd. Office: 401-407, Nirman Vyapar Kendra, Plot No. 10, Sector 17, Vashi, Navi Mumbai 400 703. INDIA

CIN : L99999MH1979PLC021796 | Tel. No.: 022-6794 6600 | Fax No.: 022-6794 6666

Email: legal@alkylamines.com | Website: www.alkylamines.com



NOTICE OF POSTAL BALLOT

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

Dear Member(s),

NOTICE is hereby given pursuant to Section 110 read with Section 108 of the Companies Act, 2013 (“Act”) and other applicable provisions, if any, of the Act and Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (“Rules”), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”) and the Secretarial Standard on General Meeting issued by the Institute of Company Secretaries of India (“SS-2”), as amended from time to time, read with the General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020, and subsequent circulars issued in this regard, the latest being General Circular No. 3/2025 dated September 22, 2025 issued by the Ministry of Corporate Affairs (“MCA”) (hereinafter collectively referred to as “MCA Circulars”), that the approval from the Members of Alkyl Amines Chemicals Limited (“Company”) is sought through Postal Ballot, by voting through electronic means only (“remote e-voting”), for the following resolution as Special Resolution:

- i. Revision in remuneration payable to Mr. Rakesh S. Goyal (DIN: 07977008) – Whole-time Director – Operations from January 1, 2026 up to completion of his term of appointment on May 31, 2027

In compliance with the aforesaid MCA Circulars, this Postal Ballot Notice is being sent only through electronic mode to those Members whose e-mail addresses are registered with the Company/Depositories. The communication of assent or dissent of the Members would take place only through the remote e-voting system. If your e-mail address is not registered with the Company/Depositories, please follow the process provided in the Notes to receive this Postal Ballot Notice.

An Explanatory Statement pursuant to Section 102, 110 and other applicable provisions, if any, of the Act, pertaining to the resolution setting out the material facts and reasons thereof, is appended to this Postal Ballot Notice. Pursuant to Rule 22(5) of the Rules, the Board of Directors of your Company at its meeting held on November 4, 2025, has appointed Mr. Prashant S. Mehta (Membership No. ACS 5814 and COP:17341) Proprietor of M/s. P. Mehta & Co.,

Practicing Company Secretaries, as the Scrutinizer to conduct the Postal Ballot and e-voting process in a fair and transparent manner.

The remote e-voting period commences from 9:00 a.m. (IST) on Friday, November 21, 2025, and ends at 5:00 p.m. (IST) on Saturday, December 20, 2025. The Scrutinizer will submit his report to the Chairman of the Company, or any person authorized by him upon completion of the scrutiny of the votes cast through remote e-voting. The results of the Postal Ballot will be announced on or before 5:00 p.m. (IST) on Tuesday, December 23, 2025.

The said results along with Scrutinizer’s Report would be intimated to BSE Limited and National Stock Exchange of India Limited (NSE) where the shares of the Company are listed. Additionally, the results will be uploaded on the Company’s website www.alkylamines.com and will also be available on the website of National Securities Depository Limited (NSDL) www.evoting.nsdl.com

SPECIAL BUSINESS:

Item No. 1

Revision in remuneration payable to Mr. Rakesh S. Goyal (DIN: 07977008) – Whole-time Director – Operations from January 1, 2026 up to completion of his term of appointment on May 31, 2027

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

“**RESOLVED THAT** in partial modification of the special resolution passed by the members of the Company by way of postal ballot on September 14, 2024, for the revision in terms of remuneration payable to Mr. Rakesh S. Goyal (DIN: 07977008) - Whole-time Director - Operations and pursuant to the provisions of Sections 196, 197, 198 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013, the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, and the applicable regulations of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (including any statutory modification(s) or re-enactment thereof, for the time being in force), and as recommended by the Nomination and Remuneration

Committee, the Company hereby approves the revision in the terms of remuneration payable to Mr. Rakesh Goyal - Whole-time Director - Operations, with effect from January 1, 2026 to May 31, 2027, as per details given in the explanatory statement forming part of this Notice.

RESOLVED FURTHER THAT approval of the Company be accorded to the Board of Directors of the Company (including any Committee thereof) to do all such acts, deeds, matters, to enter into such agreement(s), deed(s) of amendment(s) or any such document(s) and to take all such steps as may be required in this connection including seeking all necessary approvals to give effect to this resolution and to settle any questions, difficulties or doubts that may arise in this regard.”

By Order of the Board
For **Alkyl Amines Chemicals Limited**

Chintamani D. Thatte
General Manager (Legal) & Company Secretary
Membership No.: FCS3858

Date: November 4, 2025
Place: Navi Mumbai

Registered Office:

401-407, Nirman Vyapar Kendra, Plot No. 10,
Sector 17, Vashi, Navi Mumbai – 400 703
CIN: L99999MH1979PLC021796
Tel. No.: 022-6794 6600; Fax No.: 022-6794 6666
Email: legal@alkylamines.com
Website: www.alkylamines.com

Notes:

1. An explanatory statement pursuant to the provisions of Section 102 and Section 110 of the Companies Act, 2013, relating to the business specified in this Notice is annexed hereto and the same should be taken as part of this Notice. It also contains all the disclosures and relevant details pursuant to SEBI Listing Regulations and Secretarial Standard on General Meetings issued by the Institute of Company Secretaries of India.
2. In Compliance with MCA Circulars, this Notice is being sent only by electronic mode to those Members, whose e-mail addresses are registered with the Company / Depositories as on Friday, November 14, 2025 (cut-off date). The hard copy of this notice along with the Postal Ballot form and pre-paid Business envelope will not be sent to the members for this Postal Ballot. Members may note that this Notice will be available on the Company's website, www.alkylamines.com and on the website of National Securities Depository Limited (NSDL) www.evoting.nsdl.com.

www.evoting.nsdl.com. A person who is not a member as on the cut-off date should treat this Postal Ballot Notice for information purposes only.

3. Voting rights will be reckoned on the paid-up value of shares registered in the name of the Members on Friday, November 14, 2025 (cut-off date). Only those Members 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 the cut-off date will be entitled to cast their votes by remote e-voting. It is however clarified that, all Members of the Company as on the Cut-Off Date (including those Members who may not have received this Notice due to non-registration of their e-mail addresses with the RTA / Depositories / Depository Participants) shall be entitled to vote in relation to the aforementioned Resolution in accordance with the process specified in this Notice.
4. In compliance with the provisions of Sections 108 and 110 of the Act and Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 (“Rules”), Regulation 44 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, the Company is pleased to facilitate voting through electronic means (“remote e-voting facility”) to the Members, to enable them to cast their votes electronically. The Company has engaged the services of NSDL to provide e-voting facility to its members.
5. The Members, whose email address is not registered with the Company or with their respective Depository Participant/s, and who wish to receive all the communications sent by the Company, from time to time, can get their email address registered by following the steps mentioned in note no. 6.
6. Members are requested to intimate changes, if any, pertaining to their name, postal address, e-mail address, telephone/mobile numbers, Permanent Account Number (PAN), mandates, nominations, power of attorney, Bank details such as, name of the Bank and branch details, bank account number, MICR code, IFSC code, etc.:
 - a. For shares held in electronic form: to their Depository Participants (DPs)
 - b. For shares held in physical form: to the Company/ RTA in prescribed Form ISR-1 and other applicable forms pursuant to SEBI Circular No. SEBI/HO/ MIRSD/ MIRSD_RTAMB/P/CIR/2021/655 dated November 3, 2021, as amended from time to time and master circular issued by SEBI in this regard. The relevant forms are available on the website of the Company at <https://alkylamines.com/investors-type/investor-center>

7. The Resolution, if passed by requisite majority, will be deemed to be passed on the last date specified for remote e-voting i.e. Saturday, December 20, 2025.
8. In the event of any grievance relating to E-voting, the Members / Beneficial Owners may contact the following: Mr. Sanjeev Yadav, Asst. Manager, NSDL, T301, 3rd Floor, Naman Chambers, G Block, Plot No-C-32, Bandra Kurla Complex, Bandra East, Mumbai-400051, through e-mail at evoting@nsdl.com or call on 022-48867000.
9. All the material documents referred to in the explanatory statement are available for inspection at the Registered Office of the Company on any of the working days, except Saturday, Sunday and public holiday(s), between 9:00 a.m. (IST) to 5:00 p.m. (IST) from the date of dispatch of notice till Saturday, December 20, 2025.

The instructions for remote e-voting are as under:

In compliance with the provisions of Section 108 and 110 of the Act read with the rules made thereunder, as amended and Regulation 44 of the Listing Regulations, the Company is pleased to provide e-voting facility to its Shareholders, holding equity shares in physical or dematerialized form, as on the cut-off date, being Friday, November 14, 2025 to exercise their right to vote by electronic means on the businesses specified in the accompanying Notice through the electronic voting service facility arranged by NSDL.

The remote e-voting period commences on Friday, November 21, 2025 at 9:00 a.m. and ends on Saturday, December 20, 2025 at 5:00 p.m. During this period, Shareholders of the Company, holding equity shares either in physical form or in dematerialized form, as on the cut-off date i.e. Friday, November 14, 2025, may cast their vote by e-voting. The e-voting module shall be disabled by NSDL after the prescribed date and time for voting. Once the vote on a resolution is cast by the Shareholder, the Shareholder shall not be allowed to change it subsequently.

The details of the process and manner for remote e-voting are explained herein below:

Step 1: Access to NSDL e-Voting system

Step 2: Cast your vote electronically on NSDL e-Voting system

Step 1: Access to NSDL e-Voting system

A) Login method for e-Voting for Individual shareholders holding securities in demat mode.

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

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

Type of shareholders	Login Method
<p>Individual Shareholders holding securities in demat mode with NSDL</p>	<ol style="list-style-type: none"> 1. For OTP based login you can click on https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp. You will have to enter your 8-digit DP ID, 8-digit Client Id, PAN No., Verification code and generate OTP. Enter the OTP received on registered email id/mobile number and click on login. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period. 2. Existing IDeAS user can visit the e-Services website of NSDL Viz. https://eservices.nsdl.com either on a Personal Computer or on a mobile. On the e-Services home page click on the “Beneficial Owner” icon under “Login” which is available under ‘IDeAS’ section, this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-Voting services under Value added services. Click on “Access to e-Voting” under e-Voting services and you will be able to see e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be re-directed to e-Voting website of NSDL for casting your vote during the remote e-Voting period. 3. If you are not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select “Register Online for IDeAS Portal” or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp 4. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon “Login” which is available under ‘Shareholder/Member’ section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period. 5. Shareholders/Members can also download NSDL Mobile App “NSDL Speede” facility by scanning the QR code mentioned below for seamless voting experience. <div style="text-align: center;"> <p>NSDL Mobile App is available on</p>   </div> <div style="display: flex; justify-content: space-around; align-items: center;">   </div>
<p>Individual Shareholders holding securities in demat mode with CDSL</p>	<ol style="list-style-type: none"> 1. Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The users to login Easi / Easiest are requested to visit CDSL website www.cdslindia.com and click on login icon & New System Myeasi Tab and then use your existing my easi username & password.

	<p>2. After successful login, the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the evoting is in progress as per the information provided by company. On clicking the evoting option, the user will be able to see e-Voting page of the e-Voting service provider for casting your vote during the remote e-Voting period. Additionally, there is also link provided to access the system of all e-Voting Service Providers, so that the user can visit the e-Voting service providers' website directly.</p> <p>3. If the user is not registered for Easi/Easiest, option to register is available at CDSL website www.cdslindia.com and click on login & New System Myeasi Tab and then click on registration option.</p> <p>4. Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a e-Voting link available on www.cdslindia.com home page. The system will authenticate the user by sending OTP on registered Mobile & Email as recorded in the Demat Account. After successful authentication, user will be able to see the e-Voting option where the evoting is in progress and also able to directly access the system of all e-Voting Service Providers.</p>
<p>Individual Shareholders (holding securities in demat mode) login through their depository participants</p>	<p>You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. Upon logging in, you will be able to see e-Voting option. Click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider i.e. NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.</p>

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

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

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

B. Login Method for remote e-Voting for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode.

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

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon “Login” which is available under ‘Shareholder/Member’ section.
3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen. Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at <https://eservices.nsdl.com/> with your existing IDEAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.

4. Your User ID details are given below:

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:
a. For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****
b. For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12***** then your user ID is 12*****
c. For Members holding shares in Physical Form	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 123456 then user ID is 123456001***

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

- a) If you are already registered for e-Voting, then you can use your existing password to login and cast your vote.
- b) If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.
- c) How to retrieve your 'initial password'?
 - i. If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. pdf file. Open the pdf file. The password to open the pdf file is your 8-digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'.

- ii. If your e-mail ID is not registered, please follow steps mentioned below in process for those shareholders whose e-mail ids are not registered.

6. If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:
 - a) Click on "Forgot User Details/Password?" (If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com
 - b) Physical User Reset Password?" (If you are holding shares in physical mode) option available on www.evoting.nsdl.com
 - c) If you are still unable to get the password by aforesaid two options, you can send a request at evoting@nsdl.com mentioning your demat account number/folio number, your PAN, your name and your registered address etc.
 - d) Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.
7. After entering your password, tick on Agree to "Terms and Conditions" by selecting on the check box.
8. Now, you will have to click on "Login" button.
9. After you click on the "Login" button, Home page of e-Voting will open.

Step 2: Cast your vote electronically on NSDL e-Voting system.

How to cast your vote electronically on NSDL e-Voting system?

1. After successful login at Step 1, you will be able to see all the companies "EVEN" in which you are holding shares and whose voting cycle is in active status.
2. Select "EVEN" of company for which you wish to cast your vote during the remote e-Voting period. "EVEN" of the Company is 137653
3. Now you are ready for e-Voting as the Voting page opens.
4. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.
5. Upon confirmation, the message "Vote cast successfully" will be displayed.
6. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.

- Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

General Guidelines for shareholders

- Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/ JPG Format) of the relevant Board Resolution / Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to acs.pmehta@gmail.com with a copy marked to evoting@nsdl.com. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) can also upload their Board Resolution / Power of Attorney / Authority Letter etc. by clicking on “Upload Board Resolution / Authority Letter” displayed under “e-Voting” tab in their login.
- It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the “Forgot User Details/Password?” or “Physical User Reset Password?” option available on www.evoting.nsdl.com to reset the password.
- In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of www.evoting.nsdl.com or call on 022-4886

7000 or send a request to Mr. Sanjeev Yadav – Assistant Manager or Ms. Pallavi Mhatre – Senior Manager, NSDL at evoting@nsdl.com

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

- In case shares are held in physical mode please provide Folio No., Name of shareholder, scanned copy of the share certificate (front and back), PAN (self-attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar Card) by email to legal@alkylamines.com
- In case shares are held in demat mode, please provide DPID-CLID (16 digit DPID + CLID or 16-digit beneficiary ID), Name, client master or copy of Consolidated Account statement, PAN (self-attested scanned copy of PAN card), Aadhar (self-attested scanned copy of Aadhar Card) to legal@alkylamines.com. If you are an Individual shareholder holding securities in demat mode, you are requested to refer to the login method explained at step 1 (A) i.e. Login method for e-Voting for Individual shareholders holding securities in demat mode.
- Alternatively, shareholder/members may send a request to evoting@nsdl.com for procuring user id and password for e-voting by providing above mentioned documents.

ANNEXURE TO THE NOTICE

Explanatory Statement pursuant to Sections 102 and 110 of the Companies act, 2013

Item No. 1

Mr. Rakesh S. Goyal (DIN: 07977008) was appointed as Whole-time Director – Operations of the Company at the Board Meeting held on May 19, 2022, for a period of 5 years with effect from June 1, 2022 to May 31, 2027 and his appointment was also approved by the shareholders at the 42nd Annual General Meeting (AGM) held on August 1, 2022, at a remuneration of Rs.4,25,000 per month (Annual increment as per Company's policy) plus other perquisites like HRA, Medical Reimbursement, LTA, Mediclaim, Provident Fund, Gratuity, Profit Linked Incentive, Insurance etc. During his tenure, he shall be liable to retire by rotation as provided under Section 152(6) of the Companies Act, 2013.

Subsequently, his remuneration was revised and approved by the Board of Directors at their meeting on August 1, 2024 and also by the shareholders vide special resolution passed by postal ballot on September 14, 2024, payable with effect from April 1, 2025 to May 31, 2027. Accordingly, his present remuneration with effect from April 1, 2025 is Rs.6,00,000 per month (with annual increment of Rs. 60,000/- per month) plus other perquisites like House Rent Allowance, Medical Reimbursement, Leave Travel Assistance, Mediclaim Policy Premium, Provident Fund, Gratuity, Commission @ 0.10% on net profits, Petrol, reimbursement of driver's salary, ESOPs benefits, etc.

Mr. Goyal, aged 56 years, is B. Tech (Chemical) from IIT, Kanpur and holds Diploma in Business Management from ICFAI, Hyderabad. He has 30 years of experience in manufacturing, Technology Transfer, Process Development, Quality Management and Sales and Marketing. Considering his long experience in manufacturing and operations and also to bring it in line with industry standards, it is proposed to revise the remuneration payable to him as mentioned below with effect from January 1, 2026 to May 31, 2027.

It is proposed to further revise and raise his remuneration only with respect to commission payable to him, with effect from January 1, 2026, from present 0.10% on the net profits to 0.30% on the net profits as calculated under the provisions of the Companies Act, 2013 or any modification thereof. Thus, the Commission payable to him for FY 2025-26 shall be @ 0.10% on the net profits of FY 2025-26, for the nine months period from April 1, 2025 to December 31, 2025 and @ 0.30% on the net profits of FY 2025-26 for the three months period from January 1, 2026 to March 31, 2026. From FY 2026-27 onwards i.e. with effect from April 1, 2026 till May 31, 2027, the commission payable to him

shall be 0.30% on the net profits of respective financial year, as calculated under provisions of the Companies Act, 2013. Other terms and conditions of his remuneration which were effective from April 1, 2025 shall continue and remain unchanged.

Thus, except the revised Commission payable @ 0.30% with effect from January 1, 2026, the remuneration of Mr. Rakesh S. Goyal which is payable with effect from April 1, 2025 upto May 31, 2027 shall therefore continue as under:

- a. Basic Salary: In the range of Rs.6,00,000/- per month to Rs.7,20,000/- per month with annual increment of Rs.60,000/- per month.

Other Perquisites:

- b. House Rent Allowance: 40% of basic salary
- c. Leave Travel Assistance: As per Company's policy (for self and family once in a year)
- d. Mediclaim Policy Premium: As per Company's policy (for self and family)
- e. Provident Fund: Company's contribution to Provident Fund as per Provident Fund Act and Rules
- f. Gratuity payable at a rate not exceeding half a month's salary for each completed year of service, as per Payment of Gratuity Act
- g. Petrol at actuals.
- h. Reimbursement of driver's salary per month as per company policy.
- i. He shall be entitled on full pay and allowance, as per rules of the company, not more than 30 days' leave per annum. The leave accumulated but not availed of can be encashed by him, as per Company's policy.
- j. He shall be entitled to be reimbursed in respect of all expenses incurred by him (including travelling, entertainment, etc.) for and on behalf of the company.
- k. In the event of loss or inadequacy of profits, he shall be paid the above remuneration, except commission on profits and subject to provisions of Schedule V and other applicable provisions of Company's Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.

- l. ESOPs benefit: As per Company's policy and as approved by the Nomination and Remuneration Committee.

ESOPs exercised during any financial year shall be considered as perquisites and form part of remuneration of that financial year as per the provisions of Companies Act, 2013 and Income Tax Act. In terms of the provisions of Companies Act, 2013 and Income Tax Act, the difference between exercise price of ESOPs and market price of underlying shares on the day when he exercises his ESOPs shall be considered as 'perquisites' and added to his regular remuneration as above.

- m. Commission: With effect from January 1, 2026 to May 31, 2027, Commission shall be paid @ 0.30% on net profit as calculated under the applicable provisions of the Companies Act, 2013.
(the Commission payable for FY 2025-26 shall be @ 0.10% on the net profits of FY 2025-26, for the nine months period from April 1, 2025 to December 31, 2025 and @ 0.30% on the net profits of FY 2025-26 for the three months period from January 1, 2026 to March 31, 2026. From FY 2026-27 onwards i.e. with effect from April 1, 2026 till May 31, 2027, the commission payable shall be 0.30% on the net profits of respective financial year, as calculated under Companies Act, 2013.)

The remuneration proposed to be paid to him shall be in conformity with the provisions and requirements of the Companies Act, 2013, Schedule V and Rules thereunder and shall be subject to the approval of the Members. Accordingly, no approval of the Central Government is required to be obtained for revision in remuneration of Mr. Goyal.

The revised remuneration payable to Mr. Goyal shall be in consonance with the remuneration being paid by the other companies of similar size in the industry to their managerial personnel.

He holds 12,295 equity shares, representing 0.02% of the paid-up equity share capital of the Company, and is not related to any Director on the Board. He attended all the Board meetings held during the financial year and is also a member of the Risk Management Committee of the Company.

He is not a director in any other listed company and has not resigned from any listed company during the past three years.

The Nomination and Remuneration Committee of Directors at its meeting held on October 23, 2025, has approved and recommended the revision in remuneration and subsequently the Board of Directors at their meeting held on November 4, 2025 has approved and recommended the above revision in remuneration payable to Mr. Rakesh S. Goyal – Whole-time Director – Operations with effect from January 1, 2026 to May 31, 2027.

Except Mr. Rakesh S. Goyal, no other Director or Key Managerial Personnel of the Company and their relatives is concerned or interested, financially or otherwise, in the passing of the above resolution as set out in Item No. 1 of the Notice. The Board recommends the special resolution set out at Item No. 1 of the Notice for approval by the Members.

This Explanatory Statement together with the accompanying Notice may also be regarded as a disclosure under SEBI Listing Regulations and Secretarial Standard on General Meetings (SS-2) of ICSI.

By Order of the Board
For **Alkyl Amines Chemicals Limited**

Chintamani D. Thatte
General Manager (Legal) & Company Secretary
Membership No.: FCS3858

Date: November 4, 2025
Place: Navi Mumbai

Registered Office:

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