



Life's god with our chemistry

Archean Chemical Industries Limited

February 10, 2026

National Stock Exchange of India Limited
Exchange Plaza
Bandra-Kurla Complex, Bandra (E)
Mumbai-400051
Symbol-ACI

BSE Limited
Listing Operations
Phiroze Jeejeebhoy Towers Dalal Street
Mumbai-400001
Scrip Code- 543657

Dear Sir/Madam,

Subject: Notice of Postal Ballot

Reference: Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'SEBI LODR').

Pursuant to the provisions of Regulation 30 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015, ("SEBI LODR"), please find enclosed the Notice of Postal Ballot dated January 19, 2026, together with the Explanatory Statement setting out the material facts and reasons thereof and additional information as required under the SEBI LODR forming part of this Postal Ballot Notice which is being sent today to the Members of the Company, seeking approval by way of Ordinary Resolutions for the following Special Businesses as set out in the said notice:

Sl. No.	Resolution	Type of Resolution
1	Designating Mr. P. Ranjit (DIN: 01952929) as Executive Vice Chairman (Whole Time Director) for a period of 5 consecutive years commencing from January 22, 2026 to January 21, 2031	Ordinary
2	Appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Director	Ordinary
3	Appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Managing Director for a period of 5 consecutive years commencing from January 22, 2026 to January 21, 2031	Ordinary

The remote E-Voting facility will be available during the following period:

Voting Starts on	Voting Ends on
09.00 A.M. (IST), February 11, 2026, Wednesday	05.00 P.M. (IST), March 12, 2026, Thursday

The Resolutions, if passed by Shareholders with requisite majority, shall be deemed to have been passed on Thursday, March 12, 2026 being the last day of remote e-voting. Results of voting shall be declared within 2 working days from the time of conclusion of the remote e-voting.

The above information will also be available on the website of the Company at www.archeanchemicals.com

Kindly take the same on record.

Thanking you

Yours faithfully

For ARCHEAN CHEMICAL INDUSTRIES LIMITED

VIAJAYARAGHAVAN N E
Company Secretary and Compliance Officer
M. No. A41671

Encl: As Above

ARCHEAN CHEMICAL INDUSTRIES LIMITED

CIN: L24298TN2009PLC072270

Registered Office: No.2, North Crescent Road, T Nagar, Chennai 600 017

www.archeanchemicals.com; Email: Secretarial@archeanchemicals.com**POSTAL BALLOT NOTICE**

[Pursuant to Section 110 of the Companies Act, 2013 read with Rule 22 of the Companies (Management and Administration) Rules, 2014] and Regulation 44 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Dear Member(s),

NOTICE is hereby given pursuant to Section 108 and 110 of the Companies Act, 2013 (**“the Act”**) read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force as amended from time to time), read with the General Circular Nos. 14/2020 dated 8th April 2020, 17/2020 dated 13th April 2020, and subsequent circulars issued in this regard, the latest being 03/2025 dated 22nd September 2025 and other relevant circulars and notifications issued by the Ministry of Corporate Affairs (**“MCA”**) (**hereinafter collectively referred to as “the MCA Circulars”**), Secretarial Standard on General Meetings issued by The Institute of Company Secretaries of India (**“SS-2”**), Circular No. SEBI/HO/CFD/CFD-PoD-2/P/CIR/2024/133 dated 3rd October 2024 issued by the Securities and Exchange Board of India (**“SEBI”**) and Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (**“SEBI LODR”**), read with all other applicable provisions under the said Regulations and the Circulars, Notifications and Rules issued thereunder by SEBI (including any statutory modifications or reenactment thereof for the time being in force and as amended from time to time), to transact the special businesses as set out hereunder by passing Ordinary Resolutions, by way of postal ballot, only by voting through electronic means (**e-voting/remote e-voting**).

Sl. No	Particulars
1.	Designating Mr. P. Ranjit (DIN: 01952929) as Executive Vice Chairman (Whole Time Director) for a period of 5 consecutive years commencing from January 22, 2026 to January 21, 2031
2.	Appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Director
3.	Appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Managing Director for a period of 5 consecutive years commencing from January 22, 2026 to January 21, 2031

In compliance with Regulation 44 of SEBI LODR and pursuant to the provisions of Sections 108 and 110 of the Act read with the Rules framed thereunder, the MCA Circulars, the SEBI Circulars and SS-2, the Company has extended the facility of remote e-voting for its Members, to enable them to cast their votes electronically. The Company has engaged the services of M/s. MUFG Intime India Private Limited (**“MUFG/MUFG Intime”**) for facilitating remote e-voting and manner of voting on the proposed resolutions is restricted only to e-voting i.e. by casting votes electronically instead of submitting postal ballot forms. In compliance with the MCA Circulars, the Company is sending this Notice to the Members in electronic form only and if so, requested by any Member, in physical form by courier to such Members's registered postal address that is available with the Company or Company's Registrar and Share Transfer agent.

Voting Starts on	Voting Ends on
09.00 A.M. (IST), February 11 , 2026, Wednesday	05.00 P.M. (IST), March 12, 2026, Thursday

The Board of Directors of the Company now propose to obtain the consent of the Members by way of Postal Ballot for the matter as contained in the resolutions appended below. The proposed resolutions and statement pursuant to Section 102(1) of the Act read with the Rules framed thereunder, setting out all material facts concerning the resolutions mentioned in this Notice are annexed hereto.



ORDINARY BUSINESS

Item No. 1 – To consider and approve designating Mr. P. Ranjit (DIN: 01952929) as Executive Vice Chairman (Whole-Time Director)

In this regard, to consider and if thought fit, to pass the following resolution as an **Ordinary Resolution**:

“RESOLVED THAT pursuant to the provisions of Section 196, 197, 198, 203 and other applicable provisions if any of the Companies Act, 2013 read with rules made thereunder and SEBI (Listing Obligation & Disclosure Requirements) Regulations, 2015 (including any amendment(s), other statutory modifications or re-enactment(s) thereof for the time being in force) read with Schedule V of the Companies Act, 2013, the Articles of Association of the Company and based on the recommendation of the Nomination and Remuneration Committee and approval of the Board of the Directors, Mr. P. Ranjit (DIN:01952929), presently serving as Managing Director, be and is hereby elevated as Executive Vice Chairman in the designation of Whole-Time Director of the Company for a period of five (5) consecutive years, from January 22, 2026 to January 21, 2031, not liable to retire by rotation, on the terms and conditions including remuneration within the overall limits of Section 197(1) read with Section 198 of the Companies Act, 2013 as set out in the statement annexed to this Postal Ballot Notice, with authority to the Board of Directors (hereinafter referred to as “the Board” which term shall include the Nomination and Remuneration Committee of the Board) to alter and vary the terms of appointment/remuneration, as it may deem fit and to fix the quantum, components and periodicity of the remuneration.”

“RESOLVED FURTHER THAT where in any financial year during the currency of his tenure, the Company has no profits or inadequate profits, he shall be paid the minimum remuneration as may be determined by Board of Directors based on the recommendation of the Nomination and Remuneration Committee which shall have the authority to decide on the quantum, composition and periodicity of payment of such minimum remuneration within the limit prescribed under (A) of Section II, Part II of Schedule V of the Companies Act, 2013.”

“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.”

Item No. 2 – To consider and approve the appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Director

In this regard, to consider and if thought fit, to pass the following resolution as an **Ordinary Resolution**:

“RESOLVED THAT Mr. Rampraveen Swaminathan (DIN: 01300682), who was appointed as an Additional Director by the Board of Directors with effect from January 22, 2026, and in respect of whom the Company has received a notice in writing under Section 160(1) of the Companies Act, 2013 (“the Act”) from a Member proposing his candidature for the office of Director of the Company, be and is hereby appointed as a Director of the Company not liable to retire by rotation.

“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.”

Item No. 3 – To consider and approve the appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Managing Director

In this regard, to consider and if thought fit, to pass the following resolution as an **Ordinary Resolution**:



“RESOLVED THAT pursuant to provisions of Section 196, 197, 198, 203, Schedule V and other applicable provisions of the Companies Act, 2013 and Rules made thereunder read with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (including any amendment(s), other statutory modifications or re-enactment(s) thereof for the time being in force), the Articles of Association of the Company, and based on the recommendation of Nomination and Remuneration Committee and approval of the Board, Mr. Rampraveen Swaminathan (DIN: 01300682) be and is hereby appointed as a Managing Director of the Company, for a period of five (5) consecutive years, from January 22, 2026 to January 21, 2031, not liable to retire by rotation, on the terms and conditions including remuneration within the overall limits of Section 197(1) read with Section 198 of the Companies Act, 2013 as set out in the statement annexed to this Postal Ballot Notice, with authority to the Board of Directors (hereinafter referred to as “the Board” which term shall include the Nomination and Remuneration Committee of the Board) to alter and vary the terms of remuneration, as it may deem fit and to fix the quantum, components and periodicity of the remuneration.”

“RESOLVED FURTHER THAT where in any financial year during the currency of his tenure, the Company has no profits or inadequate profits, he shall be paid the minimum remuneration as may be determined by Board of Directors based on the recommendation of the Nomination and Remuneration Committee which shall have the authority to decide on the quantum, composition and periodicity of payment of such minimum remuneration within the limit prescribed under (A) of Section II, Part II of Schedule V of the Companies Act, 2013.”

“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
For Archean Chemical Industries Limited**

**Sd/-
Vijayaraghavan N E
Company Secretary & Compliance Officer
M. No. A-41671**

Place: Chennai
Date: January 19, 2026



Notes:

1. A Statement pursuant to Section 102(1) of the Companies Act, 2013 (the Act) setting out material facts and reasons for the Ordinary Business is annexed hereto and forms part of this Postal Ballot Notice.
2. The Postal Ballot Notice along with instructions of E-Voting are being sent only through electronic mode to those Members whose names appear in the Register of Members of the Company or in the Register of beneficial owners (in case of electronic shareholding) maintained by the depositories as on February 06, 2026 ("Cut-off date") ("Eligible Members") and who have already registered their email IDs, for receipt of documents in electronic form, with their Depository Participants or the Company's Registrar and Share Transfer Agent-MUFG Intime India Private Limited ("MUFG Intime" or "RTA"). A person who is not a member as on the Cut-off date should treat this Postal Ballot Notice for information purpose only.
3. The Company has engaged MUFG Intime India Private Limited as e-voting agency for facilitating e-voting to enable the Members to cast their votes electronically.
4. The remote e-Voting period commences on Wednesday, February 11, 2026 (9:00 am) and ends on Thursday, March 12, 2026 (5:00 pm). During this period, Members of the Company holding shares as on the cut-off date may cast their vote electronically. The e-Voting module shall be disabled thereafter. Once the vote on the resolution is cast by a member, the same will not be allowed to be changed subsequently. The voting rights of the Members shall be in proportion to their shareholding in the paid-up equity share capital of the Company as on the Cut-Off Date i.e. February 06, 2026 .
5. The Board of Directors has appointed M/s. V. Sudarshan Babu & Associates, (Membership No. 55465), Practicing Company Secretaries, Chennai, as Scrutinizer for conducting the Postal Ballot and e-voting process in a fair and transparent manner and they have communicated their willingness to be appointed and will be available for the said purpose. The Scrutinizer's decision on the validity of the votes cast in the Postal Ballot shall be final.
6. Eligible Members can cast their vote electronically through e-Voting and related instructions for the voting electronically by accessing to the MUFG Intime e-Voting system is enclosed hereto.
7. Members who have not registered their e-mail addresses are requested to register the same with the Company's RTA / Depository Participant(s) for sending future communication(s) in electronic form.
8. Notice will be available on the Company's website at www.archeanchemicals.com and at websites of the Stock Exchanges at www.bseindia.com and www.nseindia.com as also of MUFG Intime at <https://instavote.linkintime.co.in> All documents referred to in this Notice will be available for inspection electronically until the last date of e-Voting. Shareholders seeking to inspect such documents can send an email to secretarial@archeanchemicals.com.
9. The Resolutions, if passed by Shareholders with requisite majority, shall be deemed to have been passed on Thursday, March 12, 2026 being the last day of remote e-voting. Results of voting shall be declared within 2 working days from the time of conclusion of the remote e-voting.

Members are requested to carefully read the instructions indicated in this Notice and communicate their assent (for) or dissent (against) through remote e-voting only.

The scrutinizer shall, immediately after the conclusion of voting, unblock the votes cast through e-voting in the presence of at least two witnesses not in the employment of the Company and make, within 2 working days of conclusion of the voting, a Scrutinizer's report of the total votes cast in favour or against, if any, to the Chairman or a person authorized by him in writing who shall countersign the same and the Chairman or a person authorized by him in writing shall declare the result of the voting forthwith.

The results declared along with the report of the Scrutinizer shall be placed on the Company's website at www.archeanchemicals.com and also be displayed on the website of MUFG Intime at www.in.mpms.mufg.com immediately after the results are declared and simultaneously communicated to the Stock exchanges.



EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013

Item No 1

Designating Mr. P. Ranjit (DIN: 01952929) as Executive Vice Chairman (Whole-Time Director)

The Members of the Company at the Annual General Meeting (AGM) held on July 26, 2023, had approved the re-appointment of Mr. P Ranjit as Managing Director of the Company for a period of five years from November 27, 2023, to November 26, 2028.

In order to further strengthen the leadership framework of the Company and in view of future operational expansion, professionalization, governance norms and growth trajectory, the Board of Directors of the Company at their meeting held on January 19, 2026, on the recommendation of the Nomination and Remuneration Committee, proposed the resolutions mentioned in this Postal Ballot Notice for Members approval.

Considering Mr. P Ranjit, long association and contribution as Managing Director and the valuable role played by Mr. P. Ranjit during his tenure, Mr. P. Ranjit, Promoter of the Company is elevated as Executive Vice Chairman, to continue guiding the Company at a strategic level. Upon such elevation, Mr. P. Ranjit shall cease to be the Managing Director of the Company with effect from January 22, 2026 and shall continue as Executive Vice Chairman in the designation of Whole-Time Director of the Company for a period of five years, i.e., from January 22, 2026 to January 21, 2031, on such remuneration as given below, subject to the approval of members. Mr. P Ranjit has consented for the same and shall not be liable to retire by rotation.

Terms of appointment: In his role as Executive Vice Chairman:

a) Mr. P Ranjit as Executive Vice Chairman (Whole Time Director) shall be responsible for, amongst other things, shaping Company's long-term vision and strategic direction, brand development, planning for the future with focus on innovation and expansion, new technology adoption and ensuring that the Company remains well-positioned for sustained success in the years to come. He will also be involved in leadership development and mentoring, helping to nurture the next generation of leaders as the Company continues its journey of growth and transformation. Mr. P Ranjit as Executive Vice Chairman will also be involved in governance and Board responsibilities of the Company.

b) Represent the Company, as authorised by the Board, with industry bodies, regulators, policy makers and other external stakeholders, and contribute to strengthening the Company's positioning and reputation.

c) Promote a strong culture of ethics, governance, sustainability and social responsibility across the organisation, consistent with the Company's values.

d) Perform such other executive functions as may be assigned by the Board from time to time, consistent with his role as Executive Vice Chairman and Whole-time Director.

The terms and conditions of appointment/remuneration/position/designation may be altered or varied by the Board on the recommendation of Nomination and Remuneration Committee from time to time, subject to applicable laws and requisite approvals.

The terms of remuneration payable to Mr. P Ranjit are as follows:

Basic pay of Rs.27.23/- Lakhs per month with annual increment upto 20% of the applicable basic / consolidated pay, as may be determined by the Nomination and Remuneration Committee and subject to the approval of the Board within overall limits of the Companies Act, 2013. Annual increase will be effective 1st April every year.



In addition to the above said salary, he shall be entitled to the following Perquisites and Allowances:

- Rent free unfurnished accommodation, owned or leased by the Company, expenditure on which will be limited to 50% of the salary, or house rent allowance not exceeding 50% of salary.
- Reimbursement of expenses viz., Gas, Electricity and Water
- Any other allowances or perquisites as determined by the Nomination and Remuneration Committee.
- Leave Travel Concession for self and family including dependents.
- The above perquisites and allowances shall be evaluated as per Income-Tax Rules, wherever applicable. In the absence of any such rules, these shall be evaluated at actual cost.

Other Benefits:

- Reimbursement of Medical Expenses
- Personal accident Insurance Premium and Medical Insurance Premium for self and family.
- Reimbursement of actual Club fee.
- Expenses incurred for travelling, boarding and lodging including for Mr. Ranjit's spouse and support staff during business trips and provision of car(s) with driver for use on Company's business and communication expenses at residence shall be reimbursed at actuals and not considered as perquisites.
- Payment of Company's contribution towards Provident Fund and National Pension Scheme as per the Company's Policy.
- Gratuity payable and encashment of un-availed leave as per the rules of the Company.

Total remuneration including Commission: In addition to Basic salary, allowances, PF, Gratuity, Perquisites, an amount by way of commission will be paid to Mr. P Ranjit based on the net profits of the Company, wherein, the total remuneration as computed above including commission, shall not exceed 10% of the Net Profits of the Company (Overall remuneration payable to Mr. Rampraveen Swaminathan, Managing Director and Mr. P Ranjit, Executive Vice Chairman (Whole-Time Director) shall not exceed 10% of the Net Profits of the Company) for each financial year or part thereof, computed in the manner laid down in the Companies Act, 2013. The above other benefits will not be included in computation of the total remuneration.

Minimum Remuneration: Notwithstanding anything to the contrary contained herein, where in any financial year during the currency of the tenure of the Director, the Company does not have profits or its profits are inadequate, the Company will pay salary, perquisites, allowances and remuneration as a percentage of profits not exceeding the maximum limits as prescribed under Section II, Part II of Schedule V of the Act as amended from time to time, as minimum remuneration to Mr. P Ranjit.

Brief Profile: Mr. P. Ranjit, aged 51 years, is the Promoter Director of Archean Chemical Industries Limited and has been associated with the Company since its inception. He holds an MBA from the University of Chicago, Illinois, USA, and has over two decades of experience in the chemical and specialty materials industry.

Over the years, Mr. P Ranjit has played a pivotal role in shaping the Company's growth strategy, guiding its transition from a single-product operation into an integrated chemical enterprise with global presence in bromine, industrial salt, and niche chemical products. He has been instrumental in steering large-scale capacity expansions, modernizing production operations, and strengthening the Company's customer and market footprints.

Under his leadership, the Company has developed a strong culture of operational excellence, safety, governance, and sustainability. His strategic insights and focus on long-term value creation have significantly contributed to Archean's position as a leading player in the specialty chemicals sector.

His skill set includes Strategy Management, Business Management, knowledge in Speciality Chemicals/Industrial Salt, Bromine Derivatives, Technology etc.



Additional information in respect of Mr. P Ranjit, pursuant to Regulation 36 of the SEBI LODR and the Secretarial Standard on General Meetings (SS-2), is given at Annexure A to this Notice. The Company has received all relevant disclosures including consent and required declarations to the effect that he is not disqualified under the provisions of the Act; and declaration pursuant to BSE and NSE Circular dated 20th June 2018, that he has not been debarred from holding office of a Director by virtue of any order passed by Securities and Exchange Board of India (SEBI) or any other such authority.

The appointment and the remuneration are in accordance with the applicable provisions of the Act, and the Rules made thereunder. Since the conditions stipulated in Schedule V of the Act are fulfilled, approval of the Government of India is not required.

Disclosure of Interest: None of the Directors and Key Managerial Personnel of the Company and their relatives, except Mr. P Ravi, Promoter, brother of Mr. P Ranjit, and Mr. P Ranjit as appointee may be deemed to be concerned or interested financially or otherwise in the Resolution.

The Board recommends the resolution set out at Item No. 1 of the Notice for approval by the Members by way of an Ordinary Resolution.

Item No 2 & 3

Appointment of Mr. Rampraveen Swaminathan (DIN: 01300682) as Managing Director

Considering Mr. Rampraveen Swaminathan qualifications, positive attributes, valuable contribution and active involvement in the operations across various industries in the market, the Board of Directors of the Company at their meeting held on January 19, 2026, on the recommendation of the Nomination and Remuneration Committee, approved the appointment of Mr. Rampraveen Swaminathan, as a whole time key managerial personnel under Section 203 of the Companies Act, 2013 ("the Act") as an Additional Director of the Company designated as Managing Director as per Section 196 of the Act, for a period of 5 years commencing from January 22, 2026 to January 21, 2031 subject to approval of Members. Accordingly, approval of the Members is being sought for the appointment of Mr. Rampraveen Swaminathan as Director designated as the Managing Director of the Company including the terms, conditions and the remuneration payable to him as given below. Mr. Rampraveen Swaminathan has consented for the same and shall not be liable to retire by rotation.

Mr. Rampraveen Swaminathan has rich experience, a proven track record, growth mindset and a commitment to scaling up the business. The Board of Directors believes that Mr. Rampraveen Swaminathan's experience in business & operations leadership, managing strategic turnarounds and technology lead transformations across multiple geographies make him the ideal leader to steer the Company into the future.

Terms of appointment: In his role as Managing Director:

- a) As Managing Director, he shall act in accordance with the Articles of Association of the Company and shall abide by the provisions contained in Section 166 of the Act with regard to duties of directors.
- b) As Managing Director, he shall have the overall responsibility for the management, operations and strategic direction of the Company, subject to the supervision, control and guidance of the Board of Directors. His responsibilities shall include, inter alia:
 - Providing leadership in formulation and execution of the Company's business strategy and long-term growth plans
 - Managing day-to-day operations and ensuring operational excellence across functions
 - Driving financial performance, profitability and sustainable growth
 - Ensuring compliance with applicable laws, regulations, internal policies and governance standards



- Building and leading a high-performing senior management team and fostering a strong organisational culture
 - Representing the Company with key stakeholders, customers, regulators and partners, as authorised by the Board
- c) The Company shall be entitled to terminate the appointment of Mr. Rampraveen Swaminathan, without notice or payment in lieu thereof, in the event of gross negligence, misconduct, fraud, wilful default or any act prejudicial to the interests of the Company or its subsidiary or associate companies, material or continuing breach of the terms of appointment, loss of confidence expressed by the Board, or if he incurs any disqualification under the Companies Act, 2013, SEBI LODR or any other applicable law.
- d) In the event of prolonged physical or mental incapacity which materially affects his ability to discharge his duties, the Board may terminate the appointment on such terms as it may consider appropriate.
- e) Either party may terminate the appointment by giving three (3) months' prior notice or payment of salary in lieu thereof.
- f) Upon termination or cessation of employment for any reason whatsoever, he shall cease to be the Managing Director and Director of the Company and shall resign from all offices held by him in the Company and its subsidiary and associate companies, without any claim for compensation for loss of office.
- g) The terms and conditions of appointment may be altered or varied by the Board from time to time, subject to applicable laws and requisite approvals.
- h) During the tenure of his appointment, he shall not engage directly or indirectly in any business competing with the business of the Company or its subsidiaries or associated companies or have any interest in any selling or buying agency of the Company.
- i) All personnel policies, codes, rules and procedures of the Company applicable to employees shall, to the extent relevant, apply to the Managing Director.
- j) The terms and conditions of appointment of the Managing Director also include clauses pertaining to the adherence of the Company's Code of Conduct and he shall during his term of appointment abide by the provisions of the Company's Code of Conduct in spirit and in letter and commit to assure its implementation.
- k) Perform such other executive functions as may be assigned by the Board/Executive Vice Chairman from time to time.

The terms of remuneration payable to Mr. Rampraveen Swaminathan are as follows:

Basic pay of Rs.20.50/- Lakhs per month with annual increment upto 20% of the applicable basic / consolidated pay, as may be determined by the Nomination and Remuneration Committee and subject to the approval of the Board within overall limits of the Companies Act, 2013. Annual increase will be effective 1st April every year.

In addition to the above said basic salary, he shall be entitled to the following Perquisites and Allowances:

- Rent free unfurnished accommodation, owned or leased by the Company, expenditure on which will be limited to 50% of the salary, or house rent allowance not exceeding 50% of salary.
- Any other allowances or perquisites as determined by the Nomination and Remuneration Committee and approved by the Board of Directors.



- The above perquisites and allowances shall be evaluated as per Income-Tax Rules, wherever applicable. In the absence of any such rules, these shall be evaluated at actual cost.

Other Benefits:

- Personal accident Insurance Premium and Medical Insurance Premium for self and family.
- Facility of car or car allowance in lieu thereof, as per the policy of the Company.
- Payment of Company's contribution towards Provident Fund and National Pension Scheme as per the Company's Policy.
- Gratuity payable and encashment of un-availed leave as per the rules of the Company.

Total remuneration: In addition to Basic salary, allowances, PF, Gratuity, Perquisites, an amount by way of Performance Linked Variable Pay @ 20% of total remuneration per annum (the actual payout will vary based on achieving EBITDA, revenue, and growth targets set and agreed from time to time) will be paid to Mr. Rampraveen Swaminathan. The perquisite value of Employees Stock Options that may be granted to Mr. Rampraveen Swaminathan shall be in addition to the salary, perquisites and allowances as mentioned above. The total remuneration payable to him shall not exceed 10% of the Net Profits of the Company (Overall remuneration payable to Mr. Rampraveen Swaminathan, Managing Director and Mr. P Ranjit, Executive Vice Chairman (Whole Time Director) shall not exceed 10% of the Net Profits of the Company) for each financial year or part thereof, computed in the manner laid down in the Companies Act, 2013. The above other benefits will not be included in computation of the total remuneration.

Minimum Remuneration: Notwithstanding anything to the contrary contained herein, where in any financial year during the currency of the tenure of the Director, the Company does not have profits or its profits are inadequate, the Company will pay salary, perquisites, allowances and remuneration as a percentage of profits not exceeding the maximum limits as prescribed under Section II, Part II of Schedule V of the Act as amended from time to time, as minimum remuneration to Mr. Rampraveen Swaminathan.

Brief Profile: Mr. Rampraveen Swaminathan has 28 years of experience in business & operations leadership, managing strategic turnarounds and technology lead transformations across multiple geographies. His primary focus has been on scaling up businesses across multiple industry domains with experience across industrials, energy, discrete and process manufacturing. He is passionate about corporate governance, sustainability and community empowerment.

Before joining with Archean, in his capacity as MD & CEO of Mahindra Logistics (2019-2025), Ram has led a transformation to reposition the company towards a technology lead, integrated solutions provider with aggressive growth and had doubled the revenue.

In his capacity as SVP/Zone President Schneider Electric, Ram headed the strategy development program for SE's international operations. In his capacity as Corporate Vice President / President - International Paper Co., (2012-17), Ram had strategic and operational responsibility for India operations, including a listed 75% subsidiary and during his tenure, the printing papers business (IP APPM) had a successful turnaround operationally and became an industry leader in profitability and the company initiated a \$300 Million expansion project for Industrial Packaging. Prior to International Paper he had played multiple leadership roles in Cummins Inc. including leading the Global Power Systems & Electronics Business and Power Generation Business India.

Mr. Rampraveen Swaminathan, 51 years, holds bachelor's degree in commerce, Post Graduate Diploma in Management (PGDM) with a specialization in Finance and Strategy and Executive Education from Harvard Business School.

He is also a Non-Executive - Independent Director of Dodla Dairy Limited and Advisory Board Member of several other Companies.



Additional information in respect of Mr. Rampraveen Swaminathan, pursuant to Regulation 36 of the SEBI LODR and the Secretarial Standard on General Meetings (SS-2), is given at Annexure A to this Notice.

In accordance with the provisions of Section 160 of the Companies Act, 2013, the Company has received a notice in writing from a member proposing the candidature of Mr. Rampraveen Swaminathan to be appointed as Director of the Company. The Company has received from Mr. Rampraveen Swaminathan all relevant disclosures including consent to act as a Director and Key Managerial Personnel (KMP) in Form DIR-2 pursuant to Rule 8 of the Companies (Appointment and Qualifications of Directors) Rules, 2014 (the Rules); intimation in Form DIR-8 in terms of the Rules to the effect that he is not disqualified under the provisions of Section 164 of the Act; and declaration pursuant to BSE and NSE Circular dated 20th June 2018, that he has not been debarred from holding office of a Director by virtue of any order passed by Securities and Exchange Board of India (SEBI) or any other such authority.

The appointment and the remuneration are in accordance with the applicable provisions of the Act, and the Rules made thereunder. Since the conditions stipulated in Schedule V of the Act are fulfilled, approval of the Government of India is not required.

Disclosure of Interest: None of the Directors and Key Managerial Personnel of the Company and their relatives, except Mr. Rampraveen Swaminathan being the appointee are concerned or interested financially or otherwise in the Resolution.

The Board recommends the resolution set out at Item No. 2 & 3 of the Notice for approval by the Members by way of an Ordinary Resolution.

**By Order of the Board
For Archean Chemical Industries Limited**

**Sd/-
Vijayaraghavan N E
Company Secretary & Compliance Officer
M. No. A-41671**

Place: Chennai
Date: January 19, 2026



REMOTE EVOTING INSTRUCTIONS:

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.nsd.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.
- 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.

METHOD 2 - NSDL IDeAS facility

Shareholders registered for IDeAS facility:

- a) Visit URL: <https://eservices.nsd.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.nsd.com> and select "Register Online for IDeAS Portal" or click on <https://eservices.nsd.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).

METHOD 3 - NSDL e-voting website

- a) Visit URL: <https://www.evoting.nsd.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:
- A. User ID: Enter User ID
 - B. Password: Enter existing Password
 - C. Enter Image Verification (CAPTCHA) Code
 - D. Click “Submit”.
(Home page of e-voting will open. Follow the process given under "Steps to cast vote for Resolutions”)

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:
- A. User ID: Enter User ID
 - B. 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.
 - C. DOB/DOI: Enter the Date of Birth (DOB) / Date of Incorporation (DOI) (As recorded with your DP/Company - in DD/MM/YYYY format)
 - D. Bank Account Number: Enter your Bank Account Number (last four digits), as recorded with your DP/Company.
 - o Shareholders, holding shares in **NSDL form**, shall provide ‘point D’ above.
 - o Shareholders, holding shares in **CDSL form**, shall provide ‘point C’ or ‘point D’ above.
 - o Shareholders, holding shares in **physical form** but have not recorded ‘point C’ and ‘point D’, shall provide their Folio number in ‘point 4’ above
 - E. 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).
 - F. Enter Image Verification (CAPTCHA) Code.
 - G. 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 mail@vsbassociates.in with a copy marked to RTA at enotices@in.mpms.mufg.com and the company at secretarial@archeanchemicals.com.

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 mail@vsbassociates.in with a copy marked to RTA at enotices@in.mpms.mufig.com and the company at secretarial@archeanchemicals.com.

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.mufig.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".

Annexure-A

Details of Director seeking appointment/re-appointment/Change in designation through postal ballot by remote e-voting process

(Pursuant to Regulation 36(3) of the SEBI LODR and Secretarial Standard-2 on General Meetings)

Name of the Director	Mr. P Ranjit	Mr. Rampraveen Swaminathan
Director Identification Number	01952929	01300682
Date of Birth	February 11, 1974	June 30, 1974
Age	51 years	51 years
Date of Appointment & Effective from	January 19, 2026 effective from January 22, 2026	January 19, 2026 effective from January 22, 2026
Relationship with Directors and Key Managerial Personnel	Brother of Mr. P Ravi (Non-Executive Director)	None
Expertise in specific functional area	Two decades of experience in the chemical business and manufacturing of Industrial salt	28 years of experience in business & operations leadership, managing strategic turnarounds and technology lead transformations across multiple geographies.
Qualification(s)	Degree of Master of Business Administration from University of Chicago, Illinois, USA	Bachelor's degree in commerce, Post Graduate Diploma in Management (PGDM) with a specialization in Finance and Strategy and Executive Education from Harvard Business School.
Terms and conditions of appointment	Mr. P Ranjit is appointed as Executive Vice Chairman in the designation of Whole-Time Director for a period of 5 years from January 22, 2026 to January 21, 2031 not liable to retire by rotation. The detailed terms and conditions, including remuneration, is provided in the explanatory statement.	Mr. Rampraveen Swaminathan is appointed as Managing Director for a period of 5 years from January 22, 2026 to January 21, 2031 not liable to retire by rotation. The detailed terms and conditions, including remuneration, is provided in the explanatory statement.
Remuneration last drawn as Director (including sitting fees)	Rs.68.07 Lakhs per month of Annual Fixed Compensation including Basic pay of Rs.27.23 Lakhs per month and other allowances & benefits. Commission Rs.283.04 Lakhs PA.	Not Applicable
Number of meetings of the Board attended during the financial year 2025-26 (up to the date of Postal Ballot notice)	4	Not Applicable
Board Membership in other Indian listed companies as on the date of this postal ballot notice	None	Dodla Dairy Limited
Membership/Chairmanship of	None	Chairman of NRC of Dodla Dairy



Committees in other Indian listed companies as on the date of this postal ballot notice		Limited and Member of Audit Committee of Dodla Dairy Limited
Number of shares held in the Company as on the date of this postal ballot notice	Equity Shares: 2,82,65,965 (In Individual Capacity)	None
Listed companies from which the Director has resigned in the past three years	None	Mahindra Logistics Limited



Information at a glance

Sl. No.	Particulars	Details
1	Cut-off date for e-voting	February 06, 2026 (Friday)
2	Remote E-voting start time and date	February 11, 2026 (Wednesday)
3	Remote E-voting end time and date	March 12, 2026 (Thursday)
4	Date on which the resolution is deemed to be passed	March 12, 2026 (Thursday)
5	Remote E-voting website of MUFG Intime	https://instavote.linkintime.co.in
6	Name, address and contact details of e-voting service Provider and Registrar and Transfer Agent	MUFG Intime India Private Limited C-101, Embassy, 247, L B S Marg, Vikhroli (West) Mumbai 400 083
7	Email registration & contact updation process	Contact respective Depository Participants