

Date- April 05, 2025

<b>The BSE Limited</b> 1 <sup>st</sup> Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001, Maharashtra, India <b>Scrip Code: 532884</b>	<b>The National Stock Exchange of India Limited</b> Exchange Plaza, 5 <sup>th</sup> Floor, C – 1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051, Maharashtra, India <b>Symbol: REFEX</b>
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Dear Sir(s)/ Madam,

**Ref: Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") read with SEBI Master Circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 ("SEBI Master Circular").**

**Subject: Appointment of Mr. Tarun Arora as Chief Business Officer - Ash & Coal Handling BU, in the category of 'Senior Managerial Personnel' (SMP)**

Pursuant to the provisions of Regulation 30 read with Para A of Part A of Schedule III to the SEBI Listing Regulations, we hereby inform you that, basis the recommendation of the Nomination & Remuneration Committee, the Board of Directors vide its resolution passed through circulation today, has approved the appointment of Mr. Tarun Arora as Chief Business Officer in the category of 'senior managerial personnel' of the Company with effect from April 5, 2025. He will be responsible for overseeing the Company's Ash & Coal Handling business.

Details with respect to the said appointment as required under Regulation 30 read with SEBI Master Circular dated November 11, 2024 as amended from time to time, is enclosed herewith as **Annexure- A**.

You are requested to take above information on record.

Thanking you

Yours faithfully,

For and behalf of **Refex Industries Limited**

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**Ankit Poddar**

Company Secretary & Compliance Officer  
ACS-25443

**Refex Industries Limited**  
A Refex Group Company

**CIN: L45200TN2002PLC049601**

The details as required under Regulation 30 read with Para A of Part A of Schedule III to the SEBI Listing Regulations and SEBI Circular are as under:

S. No.	Particulars	Details																											
a)	<b>Reason for change</b>	Appointment of Mr. Tarun Arora as SMP																											
b)	<b>Date of appointment &amp; Term of appointment</b>	April 05, 2025 (Effective Date) <b>Key Responsibilities:</b> Heading operations for Ash and coal business of the Company																											
c)	<b>Brief profile</b> <i>(in case of appointment)</i>	<p><b>EDUCATION</b></p> <table border="1"> <thead> <tr> <th>Year</th> <th>Qualification</th> <th>Institution / University</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>Executive MBA</td> <td>S P Jain Institute of Management &amp; Research, SPJIMR, Mumbai</td> </tr> <tr> <td>2004</td> <td>BE (Chemical)</td> <td>Thapar Institute of Engineering &amp; Technology, Patiala</td> </tr> </tbody> </table> <p><b>CAREER PATH: TOTAL 20 YEARS</b></p> <table border="1"> <thead> <tr> <th>Period</th> <th>Organization</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>Dec 2022 - till date</td> <td>Karam Chand Thapar &amp; Bros. Ltd</td> <td>Vice President &amp; Head Operations</td> </tr> <tr> <td>Apr 2011 - Dec 2022</td> <td>Hindustan Zinc Ltd &amp; Vedanta Ltd</td> <td>SBU Head, Business Head-Silver portfolio, Chief Commercial Officer</td> </tr> <tr> <td>May 2009 - April 2011</td> <td>Ramky Group, Jalandhar</td> <td>Manager - Environment</td> </tr> <tr> <td>May 2008 - May 2009</td> <td>Evalueserve, Gurgaon</td> <td>Sr. Business Analyst, Chemicals Division</td> </tr> <tr> <td>March 2005 - May 2008</td> <td>Hindustan Zinc Ltd</td> <td>Graduate Engineer Trainee, Process Engineer, Plant Head</td> </tr> </tbody> </table> <p><b>PROJECT SYNOPSIS:</b></p> <ul style="list-style-type: none"> <li>➤ Responsible for P&amp;L, Budgeting, Sourcing, Customer Acquisition, Planning &amp; Operations;</li> <li>➤ Heading coal logistics division – transports over 40 million metric tons of coal annually across the country by rail, road and sea or in combinations thereof as per the locations/needs of the customer, serving the thermal power stations, fertilizer plants, cement plants and other industrial customers belonging to both public and private sectors;</li> <li>➤ Managing Portfolio of Rs. 1000 Crore turnover with 8 Operation centres across geographies;</li> <li>➤ Stakeholder Management: Formed and maintained strong relationships with key clients and partners, resulting in a 25% increase in revenue from existing accounts;</li> <li>➤ Change Agent: Driving Change Management while creating enabling environment to transform “In-house” to “Outsource” operating model &amp; robust contractor management;</li> <li>➤ Team Management: Lead the team of 120 people spread across country in Coal fields, Ports and customer end while enabling change management;</li> <li>➤ Benchmarking: Improved bottom line/ Margins by 10-15% through benchmarking of KPIs with peers.</li> </ul>	Year	Qualification	Institution / University	2015	Executive MBA	S P Jain Institute of Management & Research, SPJIMR, Mumbai	2004	BE (Chemical)	Thapar Institute of Engineering & Technology, Patiala	Period	Organization	Designation	Dec 2022 - till date	Karam Chand Thapar & Bros. Ltd	Vice President & Head Operations	Apr 2011 - Dec 2022	Hindustan Zinc Ltd & Vedanta Ltd	SBU Head, Business Head-Silver portfolio, Chief Commercial Officer	May 2009 - April 2011	Ramky Group, Jalandhar	Manager - Environment	May 2008 - May 2009	Evalueserve, Gurgaon	Sr. Business Analyst, Chemicals Division	March 2005 - May 2008	Hindustan Zinc Ltd	Graduate Engineer Trainee, Process Engineer, Plant Head
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d)	<b>Disclosure of relationships between directors</b> (in case of appointment of a director)	Not applicable																											

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