

Date: December 29, 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. Harshvardhan Dugar as Senior Vice President – Business Development (Ash Business) 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 i.e. October 24, 2025, has approved the appointment of Mr. Harshvardhan Dugar as Senior Vice President – Business Development (Ash Business) in the category of SMP of the Company.

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**

**Registered Office:** 2nd Floor, No.313, Refex Towers, Sterling Road,  
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## Annexure-A

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. Harshvardhan Dugar as SMP
b)	<b>Date of appointment &amp; Term of appointment</b>	December 29, 2025 (Effective Date) – Date of ratification of appointment by the Board. Key Responsibilities: Senior Vice President – Business Development (Ash Business)
c)	<b>Brief profile</b> <i>(in case of appointment)</i>	Mr. Harshvardhan Dugar is a senior business leader with over 20 years of experience across sales, marketing, operations, business development, and government liaison. He has held leadership roles in sugar, coal mining, power generation, renewable energy, and ash utilization sectors. Known as a hands-on leader and strong negotiator, he has a proven track record in achieving sales targets, expanding territories, securing government clearances, commissioning large projects, and breaking operational cartels. He has extensive experience liaising with state and central government authorities, railways, and regulatory bodies. Currently, he serves as Vice President (Operations) at Ashtech (India) Private Limited, overseeing East India operations and business expansion
d)	<b>Disclosure of relationships between directors</b> (in case of appointment of a director)	Not applicable

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