

December 30, 2025

The BSE Limited 1 st Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001, Maharashtra, India <u>Scrip Code: 532884</u>	The National Stock Exchange of India Limited Exchange Plaza, 5 th Floor, C – 1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051, Maharashtra, India <u>Symbol: REFEX</u>
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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: Cessation of Mr. Gagan Bihari Pattnaik as Vice-President (ESG & Sustainability), in the category of 'senior managerial person'.

Dear Sir(s)/ Madam,

We hereby inform that Mr. Gagan Bihari Pattnaik, designated as Vice-President (ESG & Sustainability), in the category of 'senior managerial person', of the Company and Head – ESG at Refex Group level, has ceased from his position and has been relieved with effect from closing of working hours of December 29, 2025, upon acceptance of his resignation letter dated September 29, 2025 (*copy enclosed herewith*), citing reason to explore better opportunity outside the Organization.

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	Mr. Gagan Bihari Pattnaik [Vice-President (ESG & Sustainability)]
a)	Reason for change viz. appointment, resignation, removal, death or otherwise:	Resignation to explore better opportunity outside the Organization.
b)	Date of appointment/ cessation (as applicable) Term of appointment	December 29, 2025 (<i>Close of working hours</i>)
c)	Brief profile (in case of appointment):	Not applicable.
d)	Disclosure of relationships between directors (in case of appointment of a director):	Not applicable.

You are requested to take the above information on records and disseminate the same on your website

Thanking you

Yours faithfully,

For and behalf of **Refex Industries Limited**

Ankit Poddar

Company Secretary & Compliance Officer

ACS-25443

Refex Industries Limited

A Refex Group Company

CIN: L45200TN2002PLC049601

----- Forwarded message -----

From: <hrms-noreply@adrenalin.in>

Date: Tue, Sep 30, 2025 at 11:44 AM

Subject: Resignation process for STPL002066 - Gagan Bihari Pattnaik has been approved by Anil Jain.

To: <hrsupport@refex.co.in>

Hi,

Resignation process for Gagan Bihari Pattnaik has been approved by Anil Jain.

The details are give below

Employee Code	: STPL002066
Type of separation	: RESIGNATION
Resignation reason	: Better Job Opportunity
Resignation date	: 29-Sep-2025
Final Relieving date	: 29-Dec-2025