



TEMBO
Powering Ahead

April 9, 2025

To,
Listing Department,
National Stock Exchange of India Limited
Exchange Plaza, Bandra-KurlaComplex, Bandra (East), Mumbai-400051
[Symbol TEMBO]

Sub: Outcome of Board Meeting held on April 9, 2025

Dear Sir/Madam,

This is to inform that the Board of the Directors at its meeting held today, i.e. Wednesday, April 09, 2025, approved the following matters:

1. Change in Board Composition:

A) Resignations :

The Board has approved the resignations received from following Directors-

- a) Resignation of Mr. Prakash Sanjay Karpe (DIN- 10236412) from the post of Independent Director of the company
- b) Resignation of Mr. Karan Shinde (DIN- 10065699) from the post of Independent Director of the company
- c) Resignation of Mr. Jehan Variava (DIN- 07825744) from the post of Independent Director of the company
- d) Resignation of Mrs. Smita Patel (DIN- 00348305) from the post of Non-Executive Director of the company

The Board of Directors of the Company placed on record their appreciation for the valuable contribution made by them to the Company, during their term as the Director of the Company.

B) Appointments :

The Board has approved the following appointments:

- a) Appointment of Ms. Homai A Daruwalla [DIN 00365880] as an Independent Director of the company
- b) Appointment of Mr. Ajay Madan (DIN: 07191447) as an Independent Director of the company.
- c) Appointment of Mr. Sumantra Sarathi Mahata (DIN: 08524659) as an Independent Director of the company
- d) Appointment of Mr. Nikunj Barot [DIN11034775] as an Independent Director of the company.

Tembo Global Industries Ltd.



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2. Change in Chief Financial Officer:

A) Resignation

Ms Saloni Patel has tendered her resignation from the post of Chief Financial Officer of the company vide letter of resignation dated April 9, 2025 and will be relieved from the services of the Company with effect from close of business hours on April 9, 2025.

The Board of Directors of the Company placed on record their appreciation for the valuable contribution made by Ms Saloni Patel to the Company, during her term as the Chief Financial Officer of the Company.

B) Appointment :

The Board of Directors of the Company based on the recommendation of the Nomination and Remuneration Committee of the Board and as approved by the Audit Committee of the Board, has appointed Mr. Girish Jethmalani as Chief Financial Officer of the Company with effect from April 10, 2025

In this connection with point no. 1 and 2, the disclosures as required under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI/HO/CFD/CFDPoD2/CIR/P/2023/120 dated July 11, 2023 and the Letter of Resignation, as mentioned above are enclosed as annexure.

3. Conducting Postal Ballot :

The Board of Directors at its meeting held on April 9, 2025 had inter-alia approved the Postal Ballot Notice for seeking approval of members of the Company by way of remote voting on the below Ordinary/ Special Resolution(s) as set out in the said Notice.

- a) To consider appointment of Ms. Homai Ardeshir Daruwalla (din: 00365880) as an Independent Director of the company [Special Resolution]
- b) To consider appointment of Mr. Ajay Madan (din: 07191447) as an independent director of the company. [Special Resolution]
- c) To consider appointment of Mr. Sumantra Sarathi Mahata (din: 08524659) as an independent director of the company [Special Resolution]
- d) To consider appointment of Mr. Nikunj Barot (din: 11034775) as an independent director of the company. [Special Resolution]
- e) To consider increasing the borrowing powers under section 180(1) (a) and (c) of the companies act, 2013 up to Rs. 500 crores [Special Resolution]
- f) To consider making investment(s) and/or providing loan(s) and give guarantee (s) in excess of the limits prescribed under section 186 of the companies act, 2013. [Special Resolution]

Tembo Global Industries Ltd.



- g) To approve material related party transaction(s) between the company and its subsidiaries, associates and group companies. [Ordinary Resolution]
- h) To consider alteration in object clause of the company. [Special Resolution]
- i) Approval for Tembo Global Industries - Employee Stock Options scheme 2025 (“the TGI ESOP scheme 2025 / the scheme”) [Special Resolution]

Friday, April 11, 2025, as Cut-off date to determine the eligible members, who are entitled to receive the notice of Postal Ballot and to cast their vote on the matters stated in the Postal Ballot Notice, through remote e-Voting facility.

The remote e-voting shall commence on Tuesday, April 15, 2025, at 09:00 a.m. IST and end on Wednesday, May 14, 2025 at 05:00 p.m. IST. The Company has engaged the services of Bigshare Services Private Limited for the purpose of remote e-voting facility to its members.

4. Contact details of persons authorized for determining materiality of an event or information and its disclosure to the Stock Exchanges

In reference to the captioned subject, and consequent upon recent change in Key Managerial Personnel of the Company, please find below the updated contact details of persons authorized to determine materiality of an event or information and its disclosure to the Stock Exchanges:

SN	Name of the Person	Designation	Email ID
1	Sanjay Patel	Managing Director	sanjay@tembo.in
2	Fatema Shabbir Kachwala	Executive Director	ed@tembo.in
3	Girish Jethmalani	Chief Financial Officer	cs@tembo.in
4	Kiran Mukadam	Company Secretary & Compliance Officer	Kiran.cs@tembo.in

The Board meeting commenced at 11.30 am and ended on 1.00 PM

You are requested to take the above information on record.

Thanking You,

For Tembo Global Industries Limited

Sanjay Patel
Managing Director
DIN-01958033

Tembo Global Industries Ltd.

Appointment of Independent Directors

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Details of appointment of <u>MS. HOMAI ARDESHIR DARUWALLA [DIN 00365880]</u> as an independent director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Details of appointment of Ms. Homai ArdesHIR Daruwalla [DIN 00365880] as an Additional and Independent Director
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Effective Date of Appointment: April 09, 2025 Appointment as an Additional & Independent Director effective from April 09, 2025 for a period of 5 (Five) years, subject to the approval of shareholders
3.	Brief Profile (in case of appointment)	<p>Ms H A Daruwalla has reached pinnacle of banking career with varied experience of working in three large public sector Banks namely Union Bank of India, Oriental Bank of Commerce and Central Bank of India. She is the second women professional banker and the first women from minority Zoroastrian community who has reached topmost position in PSU Banks in the country purely on the strength of work ethics, with no relevance to gender whatsoever.</p> <p>Ms H A Daruwalla, Parsi Zoroastrian is more of a doer than talker since she sincerely believes in not controlling people, but to guide and good them, thereby bringing out their full potentials. Her hallmark is the quest for excellence.</p> <p>With effect from 06 April, 2016, Ms HA Daruwalla was appointed as the Chairperson of the Board of Directors of The Zoroastrian Co-operative Bank Ltd for a term of five years. Ms Daruwalla as career banker with over 33 year of experience with various public sector banks, believes that she has much to contribute to “this important Parsi Legacy” i.e going forward, the Zoroastrian Bank needs to benchmark itself against other Co-operative Banks. Listing her priorities, Ms Daruwalla states that “making Zoroastrian bank, a bank to reckon with “ tops her to do list. The Zoroastrian Cooperative Bank Limited will be completed its 100 years in June 2027 and Ms. Daruwalla ,as the Chairperson intends to expand the Bank taking it to greater horizons and to make Parsi Community proud of the one and only Bank called “Zoroastrian Bank” and as true Zoroastrian, all the members of the Community should contribute towards the growth and development of the Bank.</p> <p>Ms H A Daruwalla, a qualified Chartered Accountant was at the helm of affairs of Central Bank of India as Chairperson and Managing Director overseeing the entire operations of the Bank from 30th June 2005 till 31st December 2008. At the time of taking over the reins of the Bank, the Bank was sailing through rough waters with stunted business growth and the financial performance of the Bank was not comparable with other peer group Banks' performance. Ms H A Daruwalla rejuvenated the working of the Bank through a series of</p>

bold initiatives which yielded positive results for the Bank. The Total Business Mix of the Bank rose from Rs 87,857 Crore as of 30th June 2005 to Rs 2,00,249 Crores as of 31st December 2008 which quantifies to growth of 127.92% in a span of 42 months.

The Technological up gradation in the Bank has received greater thrust under her leadership and the techno initiatives offered by the Bank to its customers are at par with other peer group banks. In fact, there has been total turnaround in the Banks fortune during her stewardship of the 3.5 years which was clearly evident from the overwhelming response to the Banks Initial Public Offer involving issuance of eight Crore equity shares with the face value of Rs. 10 each in the proce band of Rs. 85 (lower band) to Rs. 102 (higher band). The IPO attract nearby eights applications. In overall terms, the issue was oversubscribed by 62 times which is the highest ever subscription, received by any other Bank and it has created history in the Banking Industry.

Ms H A Daruwalla was associated with many important positions and in recognition of her excellent contribution in the field of Banking, Ms. H A Daruwalla has been conferred with many prestigious awards.

Vibrant and brimming with enthusiasm, she has tried to subtly bring about a radical change in the outlook, attitude and perspective amongst the staff working with her. This said, as an individual, Ms H A Daruwalla has always shunned being high profile, waiting for her work and personality to speak about herself and her achievements.

Ms H A Daruwalla believes in converting threats into opportunities and although the task is extremely arduous and challenging, but equally rewarding, she therefore rejuvenates the workforce to give their best to the Institution.

Previous Assignments Held

Prior to taking over the reins of Central Bank of India, Ms H A Daruwalla was the Executive Director, Oriental Bank of Commerce (OBC), where she was instrumental in expediting the integration of the erstwhile Global Trust Bank Ltd. with OBC and provided leadership inputs in the direction of improving work processes, strengthening controls and in deriving benefits from Centralised Banking Technology. In a short span of 10 months at Oriental Bank of Commerce, Ms H A Daruwalla gave new directions to the Bank in its overall development in general and HRD in particular.

Ms HA Daruwalla commenced her banking career with Union Bank of India in June 1975 where she handled many important assignments both at Corporate Office and field level. In recognition of her excellent contributions, she received successive promotions and grew to the position of General Manager in April, 1997.

		<p>Ms H A Daruwalla was also actively associated with a host of Committees constituted in the Bank in the areas of Corporate Governance, Banking Technology Solutions, Audit, Risk Management, Asset Liability Management, Customer Service, Premises and Property, Computerization including Core Banking etc. She was a Member of Central Sub-Committee on Concurrent Audit of Banks constituted by the Institute of Chartered Accountants of India, as also Member of the Committee on Risk Management Practices and Risk Based Supervision formed by the Indian Banks' Association.</p> <p>Ms H A Daruwalla also handled prestigious assignments as the Region of India Director on the Board of the Institute of Internal Auditors (IIA), Florida, USA for a term of two years commencing 1st October 1995 to 30th September 1997. The Institute of Internal Auditors, Florida is an International Renowned body having audit luminaries from all over the world as its members.</p> <p>Post retirement, Ms H A Daruwalla is an executive Advisor /Consultant, her forte being financial sector and is presently on the Board of many prestigious companies as an Independent Director She was associated with AJR Infra and Tolling Limited, Triveni Engineering and Industries Limited, Triveni Turbine Limited, Jaiprakash Associates Limited and Associates Alcohol and Breweries Limited. Currently, She is Board Member of Rolta India Limited , Reliance Securities Limited , Reliance Financials Limited and Vizag Seaport Private Limited.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	She is not related to any of the Director(s) of the Company.
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	She is not debarred from holding the office of Director by virtue of any SEBI Order or any other such Authority.

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Details of appointment of MR. AJAY MADAN (DIN: 07191447) as an independent director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Details of appointment of Mr. Ajay Madan (DIN: 07191447) as an Additional and Independent Director
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Effective Date of Appointment: April 09, 2025 Appointment as an Additional & Independent Director effective from April 09, 2025 for a period of 5 (Five) years, subject to the approval of shareholders
3.	Brief Profile (in case of appointment)	Mr. Madan is a seasoned Chartered Accountant with 35 years of experience in the field. He has extensive expertise in corporate audits, as well as direct and indirect taxation. Over the years, Ajay has played a key role in debt syndication for numerous corporations. Additionally, he has significant experience in conducting forensic audits for various companies across the African continent. Known for his professionalism, Ajay boasts an excellent academic record and a deep understanding of the financial industry.
4.	Disclosure of relationships between directors (in case of appointment of a director)	He is not related to any of the Director(s) of the Company.
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	He is not debarred from holding the office of Director by virtue of any SEBI Order or any other such Authority.

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Details of appointment of MR. SUMANTRA SARATHI MAHATA (DIN: 08524659) as an independent director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Details of appointment of Mr. Sumantra Sarathi Mahata (DIN: 08524659) as an Additional and Independent Director
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Effective Date of Appointment: April 09, 2025 Appointment as an Additional & Independent Director effective from April 09, 2025 for a period of 5 (Five) years, subject to the approval of shareholders
3.	Brief Profile (in case of appointment)	<p>Mr. Sumantra Sarathi Mahata (F11966, COP-13473) hails from the southern part of West Bengal, which has given him a rich understanding of the cultural and business dynamics of the eastern region. With over a decade of extensive experience in corporate secretarial management, NCLT matters, ROC compliances, listing compliances, and related areas, he is a seasoned professional in the field.</p> <p>Mr. Mahata has a diverse background, including more than three years of experience in listed companies and exposure to both the manufacturing and service sectors. In 2014, he transitioned into private practice and is now a Partner at M/s Mahata Agarwal & Associates, Company Secretaries, which has offices in Kolkata, Dhanbad, and Mumbai, catering to a pan-India client base.</p> <p>A Fellow Member of the Institute of Company Secretaries of India (ICSI), Mr. Mahata holds a Five-year Bachelor's degree in Law (Honors), an MBA in Finance, and a Diploma in Arbitration. He and his firm regularly contribute articles to ICSI magazines and various professional web portals, offering valuable insights on corporate governance and legal matters.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	He is not related to any of the Director(s) of the Company.
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	He is not debarred from holding the office of Director by virtue of any SEBI Order or any other such Authority.

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Details of appointment of MR. NIKUNJ BAROT (DIN 11034775) as an independent director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Details of appointment of Mr. Nikunj Barot (DIN 11034775), as an Additional and Independent Director
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Effective Date of Appointment: April 09, 2025 Appointment as an Additional & Independent Director effective from April 09, 2025 for a period of 5 (Five) years, subject to the approval of shareholders
3.	Brief Profile (in case of appointment)	<p>Mr. Nikun Barot is an accomplished Chartered Accountant with over 12 years of rich experience in the field. He is the founder and proprietor of Nikunj Barot & Co., established in February 2018, and also serves as a partner at Rajkumar Rathi & Co. Chartered Accountants, which holds prestigious peer-reviewed and CAG registrations.</p> <p>Mr. Barot qualified as a Chartered Accountant in 2012 from the Institute of Chartered Accountants of India (ICAI) and holds a Bachelor of Commerce degree from Mumbai University.</p> <p>His expertise spans a wide range of services, with a particular focus on: Direct Taxation, International Taxation and GST Compliance & Litigation</p> <p>In addition to his current roles, Mr. Barot has previously collaborated with esteemed organizations such as M/s GlaxoSmithKline Pharmaceuticals Ltd., Surbhalakshmi Polysters Ltd., and M/s Chaturvedi & Shah, Chartered Accountants, where he honed his expertise and contributed significantly to complex financial and tax-related matters.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director)	He is not related to any of the Director(s) of the Company.
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	He is not debarred from holding the office of Director by virtue of any SEBI Order or any other such Authority.

Resignations of Independent Directors/ Non-Executive Director

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Resignation of Mr. Prakash Sanjay Karpe (DIN- 10236412) from the post of independent director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation of Mr. Prakash Sanjay Karpe (DIN- 10236412) as Independent Director due to personal commitments. Mr. Prakash Sanjay Karpe has confirmed that there are no material reasons for his resignation, other than those mentioned in his resignation letter.
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Cessation with effect from closing of Business Hours on April 9, 2025
3.	Brief Profile (in case of appointment)	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	Not Applicable

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Resignation of Mr. Karan Shinde (DIN- 10065699) from the post of independent director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation of Mr. Karan Shinde (DIN- 10065699) as Independent Director due to personal commitments. Mr. Karan Shinde has confirmed that there are no material reasons for his resignation, other than those mentioned in his resignation letter
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Cessation with effect from closing of Business Hours on April 9, 2025
3.	Brief Profile (in case of appointment)	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	Not Applicable

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Resignation of Mr. Jehan Variava (DIN- 07825744) from the post of Independent Director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation of Mr. Jehan Variava (DIN- 07825744) as Independent Director due to personal commitments Mr. Jehan Variava has confirmed that there are no material reasons for his resignation, other than those mentioned in his resignation letter.
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Cessation with effect from closing of Business Hours on April 9, 2025
3.	Brief Profile (in case of appointment)	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	Not Applicable
6.	Name of the Listed Entities in which the resigning Director holds Directorship	NIL

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Resignation of Mrs. Smita Patel (DIN- 00348305) from the post of Non Executive Director of the company
1.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation of Mrs. Smita Patel (DIN- 00348305) as Non Executive Director due to personal commitments. Mrs. Smita Patel has confirmed that there are no material reasons for her resignation, other than those mentioned in her resignation letter
2.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Cessation with effect from closing of Business Hours on April 9, 2025
3.	Brief Profile (in case of appointment)	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable
5.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	Not Applicable
6.	Name of the Listed Entities in which the resigning Director holds Directorship	NIL

Appointment of Chief Financial Officer of the Company

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Details of appointment of Mr. Girish Jethmalani as Chief Financial Officer of the Company
6.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Appointment of Shri Girish Jethmalani as CFO & KMP
7.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Appointment with effect from April 10, 2025
8.	Brief Profile (in case of appointment)	<p>Mr. Girish Jethmalani is a professionally Chartered Accountant and M.Com with over 24 years of experience in the fields of accounting, finance, and auditing. Throughout his career, he has been associated with notable organizations such as Indef Manufacturing Limited, Hercules Hoists Limited, Sterling Biotech Limited, Aneja Associates, and Ambalal Thakkar & Associates.</p> <p>His expertise spans across a wide range of areas, including financial, acquisitions, demergers, budgeting, and the implementation of systems and controls to foster financial discipline, Business expansion with increase in profit and return on capital and enhance operational efficiency. Additionally, he has extensive experience in establishing control mechanisms, review systems, and information flash systems for monitoring key performance indicators.</p> <p>As Chief Financial Officer, Mr. Girish Jethmalani's knowledge and experience are expected to drive further growth and success for the organization.</p>
9.	Disclosure of relationships between directors (in case of appointment of a director)	He is not related to any of the Director(s) of the Company.

Resignation of Chief Financial Officer of the Company

Disclosures in terms of Regulation 30 of the SEBI Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023, concerning the appointment of Independent Directors

SN	Particulars	Resignation of Ms Saloni Patel as Chief Financial Officer and KMP
7.	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation of Ms Saloni Patel as Chief Financial Officer and KMP due to personal commitments Ms Saloni Patel has confirmed that there are no material reasons for her resignation, other than those mentioned in her resignation letter.
8.	Date of appointment/ reappointment/cessation (as applicable) & term of appointment/re-appointment	Cessation with effect from closing of Business Hours on April 9, 2025
9.	Brief Profile (in case of appointment)	Not Applicable
10.	Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable
11.	Information as required pursuant to BSE Circular with ref. no. LIST/COMP/14/2018-19 and the National Stock Exchange of India Ltd with ref. no. NSE/CML/2018/24, dated June 30, 2018	Not Applicable
12.	Name of the Listed Entities in which the resigning Director holds Directorship	NIL

Resignation Letter

To,
The Board of Directors,
Tembo Global Industries Limited
D-146/147, Mide TtcIndl,
Estate Opp, Balmer Lawrie,
VanleerTurbhe, Navi Mumbai,
Thane, Maharashtra, India, 400703

Date: 9th April 2025

Sub: Resignation from the position of Director.

Dear Sir/Madam,

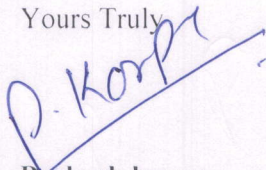
Due to my other professional commitments and pre-occupation, with a heavy heart I am submitting my resignation as a Non-Executive and Independent Director of Tembo Global Industries Limited with effect from close of business hours on April 9th, 2025.

I hereby confirm that there are no other material reasons for my resignation other than those mentioned above.

Kindly request you to take the same on record and arrange to complete necessary formalities as per legal requirements within the statutory timelines. I take this opportunity to thank the Board Members for the support extended to me during my tenure as a Non-Executive and Independent Director of the Company

Thanking You,

Yours Truly



Prakash karpe,
DIN: - 10236412

Resignation Letter

Date: 9th April 2025

To,
The Board of Directors,
Tembo Global Industries Limited
D-146/147, Midc Ttc Indl,
Estate Opp, Balmer Lawrie,
Vanleer Turbhe, Navi Mumbai,
Thane, Maharashtra, India, 400703

Sub: Resignation from the position of Director.

Dear Sir/Madam,

I would like to inform that I intend to pursue an new opportunity which may constrain my ability to function as an independent director of the company

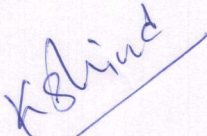
I hereby tender my resignation as an Independent Director of the Company with effect from close of business hours on 9th April 2025.

I hereby confirm that there are no other material reasons for my resignation other than those mentioned above.

I take this opportunity to thank the Board and other Committee members for the support extended to me during my tenure as an Independent Director of the Company.

Kindly acknowledge the receipt of this resignation letter and arrange to submit the necessary forms with the office of the Registrar of Companies, to that effect.

Thanking You,
Yours sincerely,


Karan Shinde
DIN- 10065699

Resignation Letter

To,
The Board of Directors,
Tembo Global Industries Limited
D-146/147, Midc Ttc Indl,
Estate Opp, Balmer Lawrie,
Vanleer Turbhe, Navi Mumbai,
Thane, Maharashtra, India, 400703

Date: 9th April 2025

Sub: Resignation from the position of Director.

Dear Sir/Madam,

This is to inform you that I tender my resignation from the position of Non-Executive Director (Independent Director) of the Company with effect from close of business hours on, 9th April 2025 due to pre-occupation and prior professional/personal commitments.

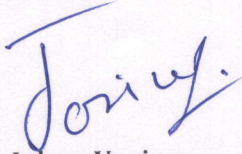
I want to express my sincere gratitude to the Board of Directors.

Please note that there is no material reason for my resignation other than mentioned as above.

I have the utmost confidence in the future success of the Company and continued growth.

Thanking you,

Best Regards



Jehan Variava
DIN 07825744

Resignation Letter

9th April 2025

To,
The Board of Directors,
Tembo Global Industries Limited
Navi Mumbai, Thane, Maharashtra, India, 400703

Sub: Resignation from the position of Director.

Dear Sir/Madam,

I am writing to formally tender my resignation as a Non Executive Director of Tembo Global Industries Limited, due to other commitments..

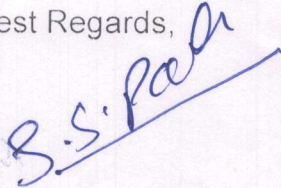
I have greatly appreciated the opportunity to serve on the board and work alongside a talented and dedicated team.

I am proud of the progress and achievements we have made during my tenure and have full confidence in the company's continued success.

I remain available to assist in any way.

Thanking You,

Best Regards,



Smita Sanjay Patel
DIN: 00348305

Resignation Letter

April 9, 2025

To,
The Board of Directors,
Tembo Global Industries Limited
Navi Mumbai, 400703

Sub: Resignation from the position of CFO

Dear Sir/Madam,

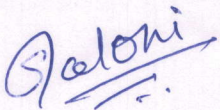
I would like to inform you that I am resigning from the post of Chief Financial Officer and KMP of the Company with effect from closure of business hours of April 9th 2025 due to other commitments.

Please accept my resignation and I confirm that there is no material reason for my resignation.

I thank the Board and Senior Management of the Company for the support extended during my tenure as Chief Financial officer to discharge the responsibilities entrusted on me.

Thanking You,

Yours sincerely,

A handwritten signature in blue ink that reads "Saloni" with a stylized flourish underneath.

Saloni Patel