



**TEMBO**  
Powering Ahead

**February 10, 2025**

To,

**Listing Department,**  
**National Stock Exchange of India Limited**  
Exchange Plaza, Bandra-Kurla Complex,  
Bandra (East), Mumbai-400051  
[Symbol HERCULES]

**Sub.:** Outcome of the Board Meeting held on February 10, 2025

Pursuant to the provisions of Regulation 33 and other applicable provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulation"), we wish to inform you that the Board of Directors of Hercules Hoists Limited (the Company), at its meeting held today, February 10, 2025, inter-alia considered the following:

1. Considered and approved the standalone and consolidated Unaudited Financial Results of the Company for the quarter and nine months year ended December 31, 2024. A copy of the Unaudited Financial Results along with the Limited Review Report issued by the Statutory Auditors, are enclosed herewith Annexure A;
2. The Board of Directors declared an interim dividend of Rs. 1/- (Rupees One only) (10%) per equity share of face value of Rs. 10/- (Rupees Ten only) each for the Financial Year 2024- 25. The interim dividend will be paid within 30 (thirty) days from the date of the declaration
3. The Record Date for the purpose of determining entitlement of the shareholders to the Interim Dividend is provided below:

Record Date	Purpose
Friday, February 14, 2025	Record Date for determining entitlement of the shareholders to Interim dividend for the financial year 2024-25.

4. The Board has approved the appointment , on recommendation of Nomination & Remuneration Committee, Mr. Kiran Mukadam a Qualified Company Secretary (Membership No. ACS 27627) as Company Secretary and Compliance Officer of the company with effect from 10 February 2025. His detail profile is attached as Annexure B

The Board Meeting Commenced at 5.30 pm and concluded at 7.00 p.m.

You are requested to take the note of the same on your records.

Thanking you,

**For Tembo Global Industries Limited**

**Sanjay Jashbhai Patel**  
**Managing Director**  
**DIN: 01958033**

**Tembo Global Industries Ltd.**

GST NO. 27AAPCS4498C1ZV | CIN - L24100MH2010PLC204331 | Toll Free : 1800 123 7991 | sales@tembo.in | www.tembo.in  
Reg. Off. : Plot No.D-146/147, Turbhe MIDC, TTC Industrial Estate, S Cental Road, Opp. Balmer Lawrie Vaan Leer, Navi Mumbai, Maharashtra 400 705.  
Factory Add.: Unit No.1/B - Badrinath, Ground Floor, Tungreshwar Industrial complex, Sativali Village, Vasai (East), Dist.Palghar- 401208.



**R. A. KUVADIA & CO.**  
CHARTERED ACCOUNTANTS

11-12, Bibi Mansion, 1st Floor, Near Yoga Institute,  
Prabhat Colony, Santacruz (East), Mumbai-400 055.  
Mobile : +91 8369191242 / 8369514810  
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**LIMITED REVIEW REPORT**

**To**  
**The Board of Directors of**  
**Tembo Global Industries Limited**  
**Navi Mumbai**

We have reviewed the accompanying statement of Unaudited Consolidated Financial Results of **Tembo Global Industries Limited** (Formerly Known as Saketh Exim Limited) ("the Company") and its subsidiaries (the Company and its subsidiaries together referred to as ("the Group") for the quarter and Nine month ended **31<sup>st</sup> December, 2024** ("the statement"), being submitted by the Company pursuant to the requirement of Regulation 33 of the SEBI Listing Obligations and Disclosure Requirements Regulations, 2015, as amended (the "Listing Regulations") as modified by SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.

This statement which is the responsibility of the Company's management and approved by the Board of Directors of the Company, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34 - Interim Financial Reporting ("Ind AS 34") prescribed under Section 133 of the Companies Act, 2013 read with relevant rules issued thereunder and other accounting principles generally accepted in India and is in compliance with the presentation and disclosure requirements of Regulation 33, Regulation 52, Regulation 54 read with Regulation 63 of Listing Regulations. Our responsibility is to issue a report on the statement based on our review.

We conducted our review in accordance with the Standards on Review Engagements (SRE) 2410, "Review of Interim Financial Information performed by the Independent Auditor of the Entity", issued by The Institute of Chartered Accountants of India. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

This Statement includes the results of following subsidiaries/controlled entities Tembo Global LLC, Tembo USA Inc, Tembo PES JV Pvt Ltd and and Associate

Company Tembo Global Infra Limited Formerly known as (Tembo Projects Limited), PES Joint Venture.

Based on our review conducted as stated above, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with applicable Indian Accounting Standards and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of Regulation 33 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 including the manner in which it is to be disclosed, or that contains any material misstatement.

### **Emphasis of Matter**

We draw attention to the following:

- a) Share Capital to the accompanying statement, includes Share warrants issued amounting Rs. 41.40 crore, 18,00,000 of share warrants which were allotted in July 2023 were converted to equity shares of face value Rs.10/- each after reporting period at an issues price Rs.230 each. Further, the following major ordinary share transactions and potential ordinary share transactions after the reporting period have took place –
  - i. The company has issued 19,79,000 equity shares having a face value of Rs. 10/- each at a price of Rs. 285/- per share aggregating to Rs. 56,40,15,000/- on preferential basis to the persons/entities belonging to Non-Promoter Category.
  - ii. The company allotted 8,10,000 shares warrants at a price of Rs.285/- (including the Warrant Subscription Price of Rs.71.25 and the warrant exercise price of Rs. 213.75) on preferential basis to the persons/entities belonging to Promoter Category.
- b) We have not verified the closing stock and have relied entirely on the management representation for the valuation and quantitative details.
- c) The company will provide for expected credit loss and provision of gratuity at the year end.
- d) The Company has acquired 75% stake in Tembo Pes JV Pvt ltd on 01st October 2024. The company incorporated on 11 Oct 2023. It is classified as Non-Govt. Company private company and it is registered at Registrar of Companies, Mumbai. Its authorized share capital is 5,00,00,000 and its paid-up capital is 4,00,000. The company is engaged in the business of trading. The company acquired stake through subscription to the equity share capital of the company. Being a common control acquisition, the accounting has been done as per Appendix C to Ind AS 103 "Business Combination" as per the pooling of interest method under which assets and liabilities of Tembo Pes JV Pvt ltd are reflected at the carrying amounts and no adjustments are made to reflect fair values, or recognize any new

**Date: 10.02.2025**



**R. A. KUVADIA & CO.**  
CHARTERED ACCOUNTANTS

11-12, Bibi Mansion, 1st Floor, Near Yoga Institute,  
Prabhat Colony, Santacruz (East), Mumbai-400 055.  
Mobile : +91 8369191242 / 8369514810  
E-mail : rashmikanca@yahoo.co.in  
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## **LIMITED REVIEW REPORT**

**To**  
**The Board of Directors of**  
**Tembo Global Industries Limited**  
**Navi Mumbai**

We have reviewed the accompanying statement of unaudited standalone financial results of **Tembo Global Industries Limited** (Formerly Known as Saketh Exim Limited) for the quarter and nine month ended **31<sup>st</sup> December, 2024** being submitted by the company pursuant to the requirements of Regulation 33 of the Securities Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015. This standalone statement is the responsibility of the Company's Management and has been approved by the Board of Directors. Our responsibility is to issue a report on these unaudited standalone financial statements based on our review.

The preparation of the Statement in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, Interim Financial Reporting (Ind AS 34) prescribed under Section 133 of the Companies Act, 2013 read with Rule 3 of Companies (Indian Accounting Standards) Rules, 2015 read with SEBI Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023 is the responsibility of the company's management and has been approved by the Board of Directors of the Company. Our responsibility is to express a conclusion on the Statement based on our review.

We conducted our review in accordance with the Standard on Review Engagement (SRE) 2410, "*Review of interim Financial Information performed by independent Auditor of the entity*" issued by the Institute of Chartered Accountants of India. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the unaudited standalone financial statements are free of material misstatement. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

Based on our review conducted as above, nothing has come to our attention that causes us to believe that the accompanying standalone statement, prepared in accordance with the applicable Accounting Standards specified under Section 133 of the Companies Act 2013 read with Rule 7 of the Companies (Accounts) Rules, 2014 and other recognized accounting practices and principles generally accepted in India, has not disclosed the information required to be disclose in terms of Regulation 33 of the Securities Exchange Board of India (SEBI) (Listing Obligations and Disclosure Standard) Regulations,2015 including the manner in which it is to be disclosed, or that it contains any material misstatement.

**Emphasis of Matter:**

We draw attention to the following:

- a) Share Capital to the accompanying statement, includes Share warrants issued amounting Rs. 41.40 crore, 18,00,000 of share warrants which were allotted in July 2023 were converted to equity shares of face value Rs.10/- each after reporting period at an issues price Rs.230 each. Further, the following major ordinary share transactions and potential ordinary share transactions after the reporting period have took place –
  - a. The company has issued 19,79,000 equity shares having a face value of Rs. 10/- each at a price of Rs. 285/- per share aggregating to Rs. 56,40,15,000/- on preferential basis to the persons/entities belonging to Non-Promoter Category.
  - b. The company allotted 8,10,000 shares warrants at a price of Rs.285/- (including the Warrant Subscription Price of Rs.71.25 and the warrant exercise price of Rs. 213.75 on preferential basis to the persons/entities belonging to Promoter Category.
- b) We have not verified the closing stock and have relied entirely on the management representation for the valuation and quantitative details.
- c) The company will provide for expected credit loss and provision of gratuity at the year end.

Our conclusion on the statement is not modified in respect of above matters.

**For R. A. Kuvadia & Co.**  
**Chartered Accountants**  
**FRN: 105487W**

RASHMIKAN

T AMBALAL

KUVADIA

**R. A. Kuvadia**  
**(Proprietor)**

**M. No. 040087**

**UDIN: 25040087BMIGQQ9703**

**Place: Mumbai**

**Date: 10.02.2025**

**TEMBO GLOBAL INDUSTRIES LIMITED**  
(Formerly known as - Saketh Exim Limited)  
Registered Office: Plot No, PAP-D-146-147,Turbhe MIDC,TTC Industrial Area Opp.Balmer Lawrie Van Leer Co,Turbhe Navi Mumbai - 400 705  
Tel: 22 27620641 Website: www.sakethexim.com  
CIN : L29253MH2010PLC204331

**Statement of Unaudited Financial Results for the Quarter & Nine month Ended December 31, 2024**

Sr No	Particulars	Standalone						(Rs. in Lakhs, Except EPS)					
		Quarter Ended		Year to date Figures		Year Ended		Quarter Ended		Year to date Figures		Year Ended	
		31-12-2024	30-09-2024	31-12-2023	31-12-2024	31-12-2023	31-03-2024	31-12-2024	30-09-2024	31-12-2023	31-12-2024	31-12-2023	31-03-2024
		(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)
<b>1</b>	<b>Income From Operations</b>												
	(a) Revenue from Operations	13,222.52	16,384.57	11,257.59	42,448.04	30,156.12	43,207.85	16,449.91	16,384.57	11,537.25	45,675.48	31,042.40	43,207.85
	(b) Other Income	440.16	908.54	298.59	1,480.76	307.82	742.62	440.16	908.54	298.59	1,480.76	307.82	742.62
	<b>Total Income from Operations</b>	<b>13,662.67</b>	<b>17,293.11</b>	<b>11,556.19</b>	<b>43,928.79</b>	<b>30,463.94</b>	<b>43,950.46</b>	<b>16,890.06</b>	<b>17,293.11</b>	<b>11,835.84</b>	<b>47,156.24</b>	<b>31,350.22</b>	<b>43,950.46</b>
<b>2</b>	<b>Expenditure</b>												
	(a) Cost of Material Consumed	2,813.09	6,350.34	1,107.03	14,194.81	4,530.28	6,279.70	2,813.09	6,350.34	1,204.31	14,194.81	4,941.65	6,279.70
	(b) Cost of Traded goods	8,339.09	7,603.05	8,816.13	22,817.12	23,003.77	33,085.14	8,339.09	7,603.05	8,816.13	22,817.12	23,003.77	33,085.14
	(c) Changes In Inventories of Finished Goods, Work-in-Progress and Stock-in-trade	(539.22)	(765.64)	(99.85)	(2,550.08)	(1,548.67)	(1,543.14)	(1,295.01)	(765.64)	(80.34)	(3,305.88)	(1,529.15)	(1,543.14)
	(d) Employee Benefits expenses	321.15	166.40	270.04	645.96	588.13	801.00	707.19	166.40	330.63	1,032.00	648.72	801.00
	(e) Finance Costs	461.93	419.73	134.65	1,065.36	304.98	517.52	567.42	419.73	148.89	1,170.84	319.58	517.52
	(f) Depreciation and amotisation Expenses	71.38	60.48	67.96	191.27	201.80	272.04	71.38	60.48	67.96	191.27	201.80	272.04
	(h) Other expenditures	1,167.56	1,562.34	687.57	3,915.35	1,951.14	2,683.39	3,157.63	1,562.34	752.92	5,906.47	2,216.20	2,683.39
	<b>Total Expenses</b>	<b>12,634.99</b>	<b>15,396.70</b>	<b>10,983.53</b>	<b>40,279.79</b>	<b>29,031.44</b>	<b>42,095.64</b>	<b>14,360.79</b>	<b>15,396.70</b>	<b>11,240.49</b>	<b>42,006.64</b>	<b>29,802.56</b>	<b>42,095.64</b>
<b>3</b>	<b>Profit / Loss from Operations before Tax (1-2)</b>	<b>1,027.68</b>	<b>1,896.41</b>	<b>572.66</b>	<b>3,649.00</b>	<b>1,432.50</b>	<b>1,854.82</b>	<b>2,529.27</b>	<b>1,896.41</b>	<b>595.35</b>	<b>5,149.60</b>	<b>1,547.65</b>	<b>1,854.82</b>
	Share of Profit of equity accounted investees (net of income tax)	-	-	-	-	-	-	1.28	53.92	-	60.42	-	34.70
	Share of Profit of Non Controlling Interest (net of income tax)							280.76			280.76		
	<b>Profit for the year from continuing operations before income tax</b>	<b>1,027.68</b>	<b>1,896.41</b>	<b>572.66</b>	<b>3,649.00</b>	<b>1,432.50</b>	<b>1,854.82</b>	<b>2,249.79</b>	<b>1,950.33</b>	<b>595.35</b>	<b>4,929.25</b>	<b>1,547.65</b>	<b>1,889.52</b>
<b>4</b>	<b>Tax Expense:</b>												
	Current Tax	(240.21)	(484.87)	(150.14)	(922.03)	(367.19)	(473.53)	(617.92)	(484.87)	(157.79)	(1,299.73)	(398.11)	(473.53)
	Earlier Year Tax		-			-	-		-		-	-	-
	Deferred Tax	(0.60)	(7.33)	7.23	1.44	7.23	4.79	(0.60)	(7.33)	7.23	1.44	7.23	4.79
<b>5</b>	<b>Profit/ (Loss) for the period from continuing operations</b>	<b>786.88</b>	<b>1,404.21</b>	<b>429.76</b>	<b>2,728.41</b>	<b>1,072.55</b>	<b>1,386.08</b>	<b>1,631.27</b>	<b>1,458.13</b>	<b>444.79</b>	<b>3,630.96</b>	<b>1,156.77</b>	<b>1,420.78</b>
<b>6</b>	<b>Other Comprehensive Income</b>												
	Item that will not be reclassified to Profit or Loss	-	-	(0.15)	(3.51)	(0.45)	(14.06)	-	-	(0.15)	(3.51)	(0.45)	(14.06)
	Income Tax relating to items that will not be reclassified to Profit or Loss	0.00	-	0.04	0.88	0.11	3.54	0.00	-	0.04	0.88	0.11	3.54
<b>7</b>	<b>Total Comprehensive Income for the period</b>	<b>786.88</b>	<b>1,404.21</b>	<b>429.64</b>	<b>2,725.78</b>	<b>1,072.21</b>	<b>1,375.56</b>	<b>1,631.27</b>	<b>1,458.13</b>	<b>444.67</b>	<b>3,628.32</b>	<b>1,156.44</b>	<b>1,410.26</b>
<b>8</b>	Paid-up equity share capital (Face value Rs. 10/- per share)	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37	1,110.37
<b>9</b>	Issue of equity share warrants (Face value Rs. 10/- per share)	23.84	23.84	23.84	23.84	23.84	23.84	23.84	23.84	23.84	23.84	23.84	23.84
<b>10</b>	<b>Earnings Per Share (In Rupees)</b>												
	(of Rs 10/- each) (Not annualized)												
	(a) Basic	7.09	12.65	3.87	24.55	9.66	12.39	14.69	13.13	4.01	32.68	10.42	12.70
	(b) Diluted	5.83	10.41	3.19	20.21	7.95	10.20	12.09	10.81	3.30	26.90	8.58	10.46

Unaudited Segment Wise Revenue, Results and Capital Employed for the Quarter & Nine month Ended December 31, 2024											
Segment Results	STANDALONE						CONSOLIDATED				
	Quarter Ended		Year to date figures			Year Ended	Quarter Ended		Year to date figures		Year Ended
	31-12-2024	30-09-2024	31-12-2023	31-12-2024	31-12-2023	31-03-2024	31-12-2024	30-09-2024	31-12-2023	31-12-2024	31-03-2024
	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)	(Unaudited)	(Unaudited)	(Unaudited)	(Unaudited)	(Audited)
	31-12-2024	30-09-2024	31-12-2023	31-12-2024	31-12-2023	31-03-2024	31-12-2024	30-09-2024	31-12-2023	31-12-2024	31-03-2024
<b>Segment Revenue</b>											
a) Manufacturing & Trading of Engineering Products	5,271.11	9,750.60	2,641.92	21,038.98	7,295.45	10,544.19	8,498.50	9,750.60	2,921.57	24,266.42	10,544.19
b) Trading of Fabrics of and Textile Materials	8,391.57	7,542.51	8,914.27	22,889.82	23,168.49	33,406.27	8,391.57	7,542.51	8,914.27	22,889.82	33,406.27
<b>Net Sales/Income from Operations</b>	<b>13,662.67</b>	<b>17,293.11</b>	<b>11,556.19</b>	<b>43,928.79</b>	<b>30,463.94</b>	<b>43,950.46</b>	<b>16,890.06</b>	<b>17,293.11</b>	<b>11,835.84</b>	<b>47,156.24</b>	<b>43,950.46</b>
<b>Segment Results</b>											
a) Manufacturing & Trading of Engineering Products	1,458.63	2,295.34	581.23	4,510.72	1,572.76	1,586.34	3,065.71	2,295.34	618.16	6,116.80	1,586.34
b) Trading of Fabrics of and Textile Materials	30.98	20.79	126.08	203.64	164.72	785.99	30.98	20.79	126.08	203.64	785.99
<b>Total</b>	<b>1,489.61</b>	<b>2,316.14</b>	<b>707.31</b>	<b>4,714.36</b>	<b>1,737.48</b>	<b>2,372.34</b>	<b>3,096.69</b>	<b>2,316.14</b>	<b>744.24</b>	<b>6,320.44</b>	<b>2,372.34</b>
Less : Finance Cost	(461.93)	(419.73)	(134.65)	(1,065.36)	(304.98)	(517.52)	(567.42)	(419.73)	(148.89)	(1,170.84)	(517.52)
<b>Profit/(loss) after finance cost but before exceptional items</b>	<b>1,027.68</b>	<b>1,896.41</b>	<b>572.66</b>	<b>3,649.00</b>	<b>1,432.50</b>	<b>1,854.82</b>	<b>2,529.27</b>	<b>1,896.41</b>	<b>595.35</b>	<b>5,149.60</b>	<b>1,854.82</b>
Exceptional Items (Net)	-	-	-	-	-	-	-	-	-	-	-
<b>Total Profit/(Loss) before tax</b>	<b>1,027.68</b>	<b>1,896.41</b>	<b>572.66</b>	<b>3,649.00</b>	<b>1,432.50</b>	<b>1,854.82</b>	<b>2,529.27</b>	<b>1,896.41</b>	<b>595.35</b>	<b>5,149.60</b>	<b>1,854.82</b>
<b>Capital Employed</b>											
<b>Segment Assets</b>											
a) Manufacturing & Trading of Engineering Products	35,255.35	31,834.15	13,195.64	35,255.35	13,195.64	13,503.36	37,992.99	32,043.24	14,378.53	37,992.99	13,654.30
b) Trading of Fabrics of and Textile Materials	4,200.35	4,560.98	2,876.83	4,200.35	2,876.83	2,644.62	4,200.35	4,560.98	2,876.83	4,200.35	2,644.62
<b>Segment Liabilities</b>											
a) Manufacturing & Trading of Engineering Products	26,739.05	27,730.15	8,823.58	26,739.05	8,823.58	9,475.03	28,276.21	27,887.87	9,825.17	28,276.21	9,632.74
b) Trading of Fabrics of and Textile Materials	449.72	211.85	782.16	449.72	782.16	50.32	449.72	211.85	782.16	449.72	50.32
<b>Capital Employed (Segment Assets - Segment Liabilities)</b>											
a) Manufacturing of Engineering Products	8,516.30	4,103.99	4,372.06	8,516.30	4,372.06	4,028.33	9,716.79	4,155.37	4,553.36	9,716.79	4,553.36
b) Trading of Fabrics of and Textile Materials	3,750.62	4,349.13	2,094.68	3,750.62	2,094.68	2,594.30	3,750.62	4,349.13	2,094.68	3,750.62	2,594.30
<b>Total</b>	<b>12,266.92</b>	<b>8,453.13</b>	<b>6,466.73</b>	<b>12,266.92</b>	<b>6,466.73</b>	<b>6,622.63</b>	<b>13,467.41</b>	<b>8,504.50</b>	<b>6,648.03</b>	<b>13,467.41</b>	<b>6,615.86</b>



1. The above results have been reviewed by the Audit Committee and approved by the Board of Directors of the Company at their meeting held on 10th February 2025
2. The financial result of the Company have been prepared in accordance with India Accounting Standards (Ind AS) as notified by the Ministry of Corporate Affairs pursuant to Section 133 of the Companies Act 2013 read with the Rule 3 of the Companies (Indian Accounting Standards) Rule, 2015 as Amended and in terms of Regulation 33 of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015 and SEBI Circular dated July 05, 2016.
3. The Company operates in two business segment viz, Manufacturing of Engineering Products and Trading of Fabric and Textile Products as per Ind AS 108.
4. Figures of the pervious periods have been regrouped, whenever necessary, to correspond with the current period.

**For Tembo Global Industries Limited**

**Mr. Sanjay Patel**  
**[Managing Director]**  
**DIN: 01958033**  
**Place: Navi Mumbai**  
**Date: 10-02-2025**



**TEMBO**  
*Powering Ahead*

**ANNEXURE – B**

Particulars	Disclosures
<b>Name</b>	<b>Mr. Kiran Mukadam (ACS 27627)</b>
<b>Reason for Change</b>	Appointment as Company Secretary and Compliance Officer of the Company
<b>Date of Appointment</b>	February 10, 2025
	<b>Brief History</b>  Mr. Kiran Mukadam is a seasoned professional with over 15 years of experience specializing in Corporate and Industrial Laws, Legal Compliance, HR, and General Administration. He holds multiple qualifications, including ACS, LLB, M.Com, SET, and is a certified CSR Professional. Previous, he has worked with Hercules Hoists Limited, IonBoand Coatings Private Limited, MRV Associates and Makkees Legal. He has a proven track record in company secretarial practices, statutory compliance, and legal affairs.  As a CS professional, he ensures that organizations adhere to all relevant regulatory and statutory requirements. His advisory expertise includes Mergers & Acquisitions, Shareholder Agreements, HR and labor law matters, and strategic interactions with government and regulatory bodies.
<b>Disclosure of relationships between directors (in case of appointment of director)</b>	Not Applicable

**Tembo Global Industries Ltd.**

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Factory Add.: Unit No.1/B - Badrinath, Ground Floor, Tungareshwar Industrial complex, Sativali Village, Vasai (East), Dist.Palghar- 401208.