

NOTICE

NOTICE is hereby given that the **Fortieth Annual General Meeting** (the Meeting or AGM) of **SIKA INTERPLANT SYSTEMS LIMITED** (the Company) will be held through Video Conferencing (VC)/Other Audio Visual Means (OAVM) on **Wednesday, 12th August 2026 at 11:30 a.m. IST** to transact the following businesses:

ORDINARY BUSINESS:

1. To receive, consider and adopt the Audited Standalone Financial Statements of the Company for the Financial Year ended 31st March 2026, together with the Reports of the Board of Directors and Auditors thereon.
2. To receive, consider and adopt the Audited Consolidated Financial Statements of the Company for the Financial Year ended 31st March 2026, together with the Report of the Auditors thereon.
3. To declare dividend of **₹3.50/-** per equity share for the Financial Year ended 31st March 2026.
4. To appoint a director in place of Mrs. Anuradha Sikka (DIN: 00902914), who retires by rotation and being eligible, offers herself for re-appointment.

SPECIAL BUSINESS:

5. Ratification of Remuneration of Cost Auditor:

To consider and, if thought fit, to pass the following resolution as an **Ordinary Resolution**:

"RESOLVED THAT pursuant to the provisions of Section 148(3) and other applicable provisions, if any, of the Companies Act, 2013 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), and the Companies (Audit and Auditors) Rules, 2014, as amended from time to time, the Company hereby ratifies the remuneration of ₹75,000/- (Rupees Seventy Five Thousand) plus applicable taxes payable to Mr. M Thimmarayaswamy, Cost Accountant (Membership No. F20731), who has been appointed by the Board of Directors as Cost Auditor of the Company, to conduct the audit of the cost records maintained by the Company for the Financial Year ending 31st March 2027.

RESOLVED FURTHER THAT the Board of Directors of the Company (including its Committee thereof) be and is hereby authorised to do all such acts, deeds, matters and things as may be necessary and expedient to give effect to this Resolution."

6. Re-appointment of Mr. Rajeev Sikka (DIN: 00902887) as Executive Chairman and Whole-time Director:

To consider and, if thought fit, to pass the following as a **Special Resolution**:

"RESOLVED THAT, pursuant to the provisions of Sections 196, 197, 203 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act") and the rules made thereunder (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) read with Schedule V to the Act, the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, and the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), approval of the members be and is hereby accorded for the re-appointment and terms of remuneration of Mr. Rajeev Sikka (DIN: 00902887) as Executive Chairman and Whole-time Director of the Company for a period of three years from 1st April 2027 to 31st March 2030, upon the terms and conditions as set out in the Explanatory Statement annexed hereto, with liberty to the Board of Directors to alter and vary the terms and conditions of the said re-appointment in such manner as may be agreed to between the Board of Directors and Mr. Rajeev Sikka, and that he shall not be liable to retire by rotation."

7. Re-appointment of Mr. Kunal Sikka (DIN: 05240807) as Managing Director and Chief Executive Officer:

To consider and, if thought fit, to pass the following as a **Special Resolution**:

"RESOLVED THAT, pursuant to the provisions of Sections 196, 197, 203 and other applicable provisions, if any, of the Companies Act, 2013 (the "Act") and the rules made thereunder (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) read with Schedule V to the Act, the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, and the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (including any statutory modification or re-enactment thereof for the time being in force), approval of the members be and is hereby accorded for the re-appointment of Mr. Kunal Sikka (DIN: 05240807) as Managing Director and Chief Executive Officer of the Company for a period of three years from 1st April 2027 to 31st March 2030, upon the terms and conditions set out in the Explanatory Statement annexed hereto, with liberty to the Board of Directors to alter and vary the terms and conditions of the said re-appointment in such manner as may be agreed to between the Board of Directors and Mr. Kunal Sikka, and that he shall not be liable to retire by rotation."

Place: Bangalore
Date: May 08, 2026

By order of the Board of Directors
Sika Interplant Systems Limited

Registered Office:
3 Gangadharchetty Road, 560042

Suraj Kumar Sahu
Company Secretary and Compliance Officer
Membership No. A35855

NOTES:

1. Pursuant to General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020, 20/2020 dated May 5, 2020, and other subsequent circulars issued by the Ministry of Corporate Affairs ("MCA"), the latest being General Circular No. 03/2025 dated September 22, 2025 (collectively referred to as the "MCA Circulars"), and in accordance with the applicable provisions of the Companies Act, 2013 ("the Act"), the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), and other applicable laws and circulars, the MCA has permitted companies to hold their Annual General Meetings ("AGMs") through Video Conferencing ("VC") or Other Audio Visual Means ("OAVM"), without the physical presence of Members at a common venue. Accordingly, in compliance with the aforesaid provisions, the AGM of the Company is being held through VC/OAVM.

Central Depository Services (India) Limited (CDSL) will provide facility for voting through remote e-voting, for participation in the AGM through VC/OAVM facility and e-voting during the AGM. The procedure for participating in the meeting through VC/OAVM is explained below.

2. Participation of members through VC will be reckoned for the purpose of quorum for the AGM as per Section 103 of the Companies Act, 2013.
3. The Company encourages the Members of the Company under the category of Institutional Members to attend and participate in this AGM through VC/OAVM.
4. Since this AGM is being held through VC/OAVM pursuant to MCA Circulars and SEBI Circulars, physical attendance of the Members has been dispensed with and accordingly, the facility for appointment of proxies by the Members is not available for this AGM. Hence Proxy Form, Attendance Slip and route map are not attached hereto.
5. As per the provisions of Clause 3.A.III. of the General Circular No. 20/2020 dated 5th May 2020, the matters of Special Business listed in the accompanying Notice, are considered to be unavoidable by the Board and hence form part of this Notice.
6. In accordance with the Secretarial Standard-2 on General Meetings issued by the Institute of Company Secretaries of India, the proceedings of this AGM will be deemed to be conducted at the Registered Office of the Company situated at No.3, Gangadhar Chetty Road, Bangalore, Karnataka-560042.
7. In compliance with the aforesaid MCA Circulars and SEBI Circulars, the Notice calling AGM along with Annual Report for the financial year 2025-26 is being sent only through electronic mode to those Members whose email addresses are registered with the Company/Depositories. The Notice calling the AGM and Annual Report have also been uploaded on the website of the Company at www.sikaglobal.com. The same can also be accessed from the websites of the Stock Exchanges i.e. BSE Limited at www.bseindia.com. The AGM Notice is also disseminated on the website of CDSL (agency for providing the Remote e-Voting facility and e-voting system during the AGM) i.e. www.evotingindia.com.
8. The Board has recommended a Final Dividend of **₹3.50/- i.e. 175%** per share of **₹2/-** each for the financial year 2025-26 and the same will be paid on or after August 13, 2026, if approved by the Members at 40th AGM. The dividend if declared shall be payable to all those Members whose names appear in the Register of Members or the beneficial owners as per the records of depositories, as at the close of business hours on August 05, 2026.
9. Unpaid/Unclaimed dividend/shares:

In accordance with the provisions of Sections 124, 125 and other applicable provisions, if any, of the Companies Act, 2013 read with the IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 (hereinafter referred to as "IEPF Rules") (including any statutory modification(s) or re-enactment(s) thereof or the time being in force) any share or unpaid or unclaimed dividends for seven years from the date of transfer to Unpaid Dividend Account, shall be transferred to the Investor Education and Protection Fund established by the Central Government. The shares and dividends transferred to the IEPF can be claimed back by the concerned Members from IEPF Authority after complying with the procedure prescribed under the IEPF Rules.
10. The voting rights of Members shall be in proportion to their shares in the paid-up equity share capital of the Company as on the cut-off date of August 05, 2026.
11. In the case of joint holders, the Member whose name appears as the first holder in the order of names as per the Register of Members of the Company will be entitled to vote at the AGM.
12. Pursuant to Section 72 of the Companies Act, 2013 and Rule 19(1) of the Companies (Share Capital and Debentures) Rules, 2014, Members holding shares in physical form may file nomination in the prescribed Form SH-13 with the Company's Registrar and Transfer Agent. In respect of shares held in electronic / demat form, the nomination form may be filed with the respective Depository Participant.
13. Members holding shares in electronic form are requested to update their E-mail ID with their respective depository participants and Members holding shares in physical form are requested to update their E-mail ID with the Company's registrar and transfer agent (RTA) to enable dispatch of the communications in electronic form from time to time.

14. Since the Company now has 100% dematerialised shareholding and all physical shareholders' shares, pursuant to the stock split, have been transferred to a suspense demat account, Members are requested to ensure that their bank account details are updated with their respective Depository Participants to enable receipt of dividends through electronic bank transfer.

Members may note that, in line with applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, dividend payments are made only through electronic modes such as NEFT/RTGS/ECS. Accordingly, furnishing of complete and accurate bank details is essential for timely receipt of dividend.

15. Pursuant to Rule 3 of the Companies (Management and Administration) Rules, 2014, as amended, the Register of Members is required to include details such as e-mail address, PAN/CIN, UIDAI number, occupation, status, and nationality. Members are requested to ensure that these details are duly updated with their respective Depository Participants to maintain accurate and complete records in respect of shares held in electronic form.
16. The Register of Directors and Key Managerial Personnel and their shareholding, maintained under Section 170 of the Companies Act, 2013, the Register of Contracts or Arrangements in which Directors are interested, maintained under Section 189 of the Companies Act, 2013 and other related documents, will be available for inspection electronically. Members seeking to inspect such documents during the AGM can send their request at the mail Id comp.sec@sikaglobal.com.
17. The relative Explanatory Statement pursuant to Section 102 of the Companies Act, 2013 ("Act") setting out material facts concerning the matters of Special Business listed in the accompanying Notice
18. The Securities and Exchange Board of India ("SEBI") has mandated the submission of Permanent Account Number (PAN). Members holding shares in electronic form are, therefore, requested to submit the PAN details to their depository participants with whom they are maintaining their demat accounts. Members holding shares in physical form can submit their PAN details to the Company's Registrar & Transfer Agent.
19. Pursuant to Regulation 40 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the transfer of securities in physical form has been discontinued with effect from April 1, 2019, except in cases of transmission or transposition. Further, SEBI, through its circular dated January 25, 2022, has mandated that all service requests pertaining to issuance of duplicate certificates, unclaimed suspense accounts, renewal, exchange, endorsement, sub-division, consolidation, transmission, or transposition shall be processed only in dematerialised form. As the Company now maintains 100% dematerialised shareholding, Members are requested to ensure their demat account details remain up to date with their respective Depository Participants to facilitate seamless service and communication.
20. The relevant details, pursuant to 36(3) of the SEBI Listing Regulations and Secretarial Standard on General Meetings issued by the Institute of Company Secretaries of India, in respect of Director seeking appointment/ re-appointment at this AGM is also annexed.
21. All documents referred to in the accompanying Notice and the Explanatory Statement shall be open for inspection by the Members electronically by writing an e-mail to comp.sec@sikaglobal.com
1. Pursuant to Income Tax Act, 2025, dividends paid or distributed by the Company after 1st April 2020, shall be taxable in the hands of members and the Company shall be required to deduct tax at source ("TDS") at prescribed rates from dividend to be paid to such members. For prescribed rates for various categories, kindly refer to the Income Tax Act, 2025 and amendments thereof. The Members are requested to update their PAN with the Company / Registrar and Transfer Agent (in case of shares held in physical mode) and with the Depository Participants (in case of shares held in Demat mode).

A Resident individual Member with PAN and who is not liable to pay income tax, can submit a yearly declaration in Form No. 15G/15H, to avail the benefit of non-deduction of tax at source.

Members are requested to note that in case their PAN is not registered, the tax will be deducted at a higher rate of 20%. Non-resident Members can avail beneficial rates under tax treaty between India and their country of residence, subject to providing necessary documents.

The Company with M/s. Integrated Registry Management Services Private Limited, Company's Registrar and Transfer Agent has provided the web portal for submission of tax exemption forms/ requested documents. Shareholders can submit their tax exemption forms and supporting documents directly on portal for purposes of tax deduction at source by Clicking the below link and selecting 'SIKA INTERPLANT SYSTEMS LTD' in the company drop down: <https://ipostatus.integratedregistry.in/TaxExemptionRegistration.aspx>. The company had already sent a communication in this regard We once again request shareholders to upload the relevant documents at aforementioned link on or before August 05, 2026. No communication on the tax determination/deduction received post August 05, 2026, shall be considered for payment of dividend.

2. Members are requested to intimate changes, if any, pertaining to their name, postal address, e-mail address, telephone/mobile numbers, Permanent Account Number (PAN), mandates, nominations, power of attorney, bank details such as name of the bank and branch details, bank account number, MICR code, IFSC code, etc., to their respective Depository Participants (DPs), since all equity shares of the Company are held in dematerialised form.

3. Members may note that SEBI, vide Circular dated January 25, 2022, has mandated that all requests for transfer of securities, including transmission and transposition requests, shall be processed only in dematerialised form. As the Company presently maintains 100% dematerialised shareholding, this regulatory requirement has already been fully implemented. Members are requested to ensure that their demat account details, including bank account particulars, nomination and contact details, remain updated with their respective Depository Participants (DPs). For any assistance, Members may contact the Company or its Registrar and Transfer Agent, Integrated Registry Management Services Private Limited.

4. Voting through electronic means

Pursuant to the provisions of section 108 of the Companies Act, 2013, Rule 20 of Companies (Management and Administration) Rules, 2014, and Regulation 44 of the listing Regulation, the Company is pleased to provide Members, the facility to exercise their right to vote in respect of resolutions which are being considered at the Annual General Meeting (AGM) by electronic means and the business may be transacted through e-voting services provided by Central Depository Services (India) Ltd (CDSL). The Members may cast their votes using an electronic voting system from a place other than the venue of the Meeting ('remote e-voting').

Ms. Gauri Balankhe, Practicing Company Secretary (Membership FCS No.7786 and COP No.8588), has been appointed as the scrutinizer for remote e-voting and e-voting at the AGM in a fair and transparent manner.

A person, whose name is recorded in the Register of Members or in the Register of Beneficial Owners maintained by the depositories as on the cut-off date, i.e. August 05, 2026, only shall be entitled to avail the facility of remote e-voting / voting at AGM and a person who is not a Member as on the cut-off date should treat this Notice for information purposes only.

Procedure / Instructions for Members voting electronically and attending the AGM through VC/OAVM are as under:

(i) The remote e-voting facility will be available during the following period:

Start of remote e-voting: From 9:00 a.m. (IST) on August 09, 2026

End of remote e-voting: Up to 5:00 p.m. (IST) on August 11, 2026

The remote e-voting will not be allowed beyond the aforesaid date and time, and the e-voting module shall be disabled by CDSL upon expiry of aforesaid period. Members who have already voted prior to the meeting date would not be entitled to vote at the meeting.

Pursuant to SEBI Circular No. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 9, 2020, under Regulation 44 of SEBI Listing Regulations, listed entities are required to provide remote e-voting facility to its members, in respect of all Members' resolutions.

In order to increase the efficiency of the voting process, it has been decided to enable e-voting to all the demat account holders, by way of a single login credential, through their demat accounts/ websites of Depositories/ Depository Participants. Demat account holders would be able to cast their vote without having to register again with the e-voting service providers (ESPs), thereby, not only facilitating seamless authentication but also enhancing ease and convenience of participating in e-voting process. Members are advised to update their mobile number and email id in their demat accounts in order to access e-Voting facility.

Pursuant to above said SEBI Circular, Login method for e-Voting and for joining virtual meetings for Individual Members holding securities in Demat mode is given below:

Type of Members	Login Method
Individual Members holding securities in Demat mode with CDSL Depository	1) Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The URL for users to login to Easi / Easiest are https:// web.cdslindia.com/myeasinew/Home/Login or visit HYPERLINK "http://www.cdslindia.com" www.cdslindia.com and click on Login icon and select New System Myeasi Tab. 2) After successful login the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the evoting is in progress as per the information provided by company. On clicking the evoting option, the user will be able to see e-Voting page of the e-Voting service provider for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting. Additionally, there are also links provided to access the system of all e-Voting Service Providers i.e. CDSL/ NSDL/KARVY/LINKINTIME, so that the user can visit the e-Voting service providers' website directly. 3) If the user is not registered for Easi/Easiest, option to register is available at https:// web.cdslindia.com/myeasi/Registration/EasiRegistration 4) Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a e-Voting link available on www.cdslindia.com home page or click on https://evoting.cdslindia.com/Evoting/EvotingLogin The system will

	authenticate the user by sending OTP on registered Mobile & Email as recorded in the Demat Account. After successful authentication, user will be able to see the e-Voting option where the e-voting is in progress and also able to directly access the system of all e-Voting Service Providers.
Individual Members holding securities in demat mode with NSDL Depository	1) If you are already registered for NSDL IDeAS facility, please visit the e-Services website of NSDL. Open web browser by typing the following URL: https://eservices.nsdl.com either on a Personal Computer or on a mobile. Once the home page of e-Services is launched, click on the "Beneficial Owner" icon under "Login" which is available under 'IDeAS' section. A new screen will open. You will have to enter your User ID and Password. After successful authentication, you will be able to see e-Voting services. Click on "Access to e-Voting" under e-Voting services and you will be able to see e-Voting page. Click on company name or e-Voting service provider name and you will be re-directed to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting. 2) If the user is not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select "Register Online for IDeAS" Portal or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp 3) Visit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or e-Voting service provider name and you will be redirected to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.
Individual Shareholders (holding securities in demat mode) login through their Depository Participants (DP)	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. After Successful login, you will be able to see e-Voting option. Once you click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider name and you will be redirected to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at the above-mentioned website.

Helpdesk for Individual Members holding securities in demat mode for any technical issues related to login through Depository i.e. CDSL and NSDL

Login type	Helpdesk details
Individual Members holding securities in Demat mode with CDSL	Members facing any technical issue in logging in, can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at toll free no. 1800 22 55 33
Individual Members holding securities in Demat mode with NSDL	Members facing any technical issue in logging in can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at toll free no.: 022-4886 7000 and 022-2499 7000

Access through CDSL e-Voting system in case of shareholders holding shares in physical mode and non-individual shareholders in demat mode.

- Login method for e-Voting and joining virtual meetings for Members other than individual Members & Members holding shares in physical form.
- The Members should log on to the e-voting website www.evotingindia.com
 - Click on "Shareholders" module.

- (ii) Now enter your User ID
- For CDSL: 16 digits beneficiary ID,
 - For NSDL: 8 Character DP ID followed by 8 Digits Client ID,
 - Members holding shares in Physical Form should enter Folio Number registered with the Company.
- (iii) Next enter the Image Verification as displayed and Click on Login.
- (iv) If you are holding shares in demat form and had logged on to www.evotingindia.com and voted on an earlier e-voting of any company, then your existing password is to be used.
- (v) If you are a first-time user follow the steps given below:

Financial Year	For Members holding shares in Demat Form and Physical Form
PAN	XXXXXXXXXX
Dividend Bank Details OR Date of Birth (DOB)	- Enter the Dividend Bank Details or Date of Birth (in dd/mm/yyyy format) as recorded in your demat account or in the company records in order to login. - If both the details are not recorded with the depository or company, please enter the member id / folio number in the Dividend Bank details field.

- (vi) After entering these details appropriately, click on "SUBMIT" tab.
- (vii) Members holding shares in physical form will then directly reach the Company selection screen. However, Members holding shares in demat form will now reach 'Password Creation' menu wherein they are required to mandatorily enter their login password in the new password field. Kindly note that this password is to be also used by the demat holders for voting for resolutions of any other company on which they are eligible to vote, provided that company opts for e-voting through CDSL platform. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential.
- (viii) For Members holding shares in physical form, the details can be used only for e-voting on the resolutions contained in this Notice.
- (ix) Click on the EVSN of **SIKA INTERPLANT SYSTEMS LIMITED** on which you choose to vote.
- (x) On the voting page, you will see "RESOLUTION DESCRIPTION" and against the same the option "YES/NO" for voting. Select the option YES or NO as desired. The option YES implies that you assent to the Resolution and option NO implies that you dissent to the Resolution.
- (xi) Click on the "RESOLUTIONS FILE LINK" if you wish to view the entire Resolution details.
- (xii) After selecting the resolution, you have decided to vote on, click on "SUBMIT". A confirmation box will be displayed. If you wish to confirm your vote, click on "OK", else to change your vote, click on "CANCEL" and accordingly modify your vote.
- (xiii) Once you "CONFIRM" your vote on the resolution, you will not be allowed to modify your vote.
- (xiv) You can also take a print of the votes cast by clicking on "Click here to print" option on the Voting page.
- (xv) If a demat account holder has forgotten the login password, then Enter the User ID and the image verification code and click on Forgot Password & enter the details as prompted by the system.
- (xvi) There is also an optional provision to upload BR/POA if any uploaded, which will be made available to scrutinizer for verification.
- (iii) **Additional Facility for Non – Individual Shareholders and Custodians –For Remote Voting only.**
- Non-Individual shareholders (i.e. other than Individuals, HUF, NRI etc.) and Custodians are required to log on to www.evotingindia.com and register themselves in the "Corporates" module.
 - A scanned copy of the Registration Form bearing the stamp and sign of the entity should be emailed to helpdesk.evoting@cdslindia.com.
 - After receiving the login details, a Compliance User should be created using the admin login and

password. The Compliance User would be able to link the account(s) for which they wish to vote on.

- The list of accounts linked in the login will be mapped automatically & can be delinked in case of any wrong mapping.
 - It is Mandatory that, a scanned copy of the Board Resolution and Power of Attorney (POA) which they have issued in favour of the Custodian, if any, should be uploaded in PDF format in the system for the scrutinizer to verify the same.
 - Alternatively Non Individual shareholders are required mandatorily to send the relevant Board Resolution/ Authority letter etc. together with attested specimen signature of the duly authorized signatory who are authorized to vote, to the Scrutinizer and to the Company at the email address viz; comp.sec@sikaglobal.com if they have voted from individual tab & not uploaded same in the CDSL e-voting system for the scrutinizer to verify the same.
- (iv) If you have any queries or issues regarding attending AGM & e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cdslindia.com or contact at toll free no. 1800 22 55 33
- All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL,) Central Depository Services (India) Limited, A Wing, 25th Floor, Marathon Futurex, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai - 400013 or send an email to HYPERLINK "mailto:helpdesk.evoting@cdslindia.com"helpdesk.evoting@cdslindia.com or call toll free no. 1800 22 55 33.
- (v) Any person who acquires shares of the Company and becomes a member after dispatch of the notice and holds such shares as on the cut-off date i.e., August 05, 2026, may follow the same procedure as mentioned above for e-Voting.

PROCESS FOR THOSE MEMBERS WHOSE EMAIL ADDRESSES / MOBILE NO. ARE NOT REGISTERED WITH THE DEPOSITORIES / COMPANY FOR OBTAINING LOGIN CREDENTIALS FOR E-VOTING FOR THE RESOLUTIONS PROPOSED IN THIS NOTICE:

1. For Demat shareholders -, Please update your email id & mobile no. with your respective Depository Participant (DP)
2. For Individual Demat shareholders – Please update your email id & mobile no. with your respective Depository Participant (DP) which is mandatory while e-Voting & joining virtual meetings through Depository.

INSTRUCTIONS FOR MEMBERS ATTENDING THE AGM THROUGH VC/OAVM & E-VOTING DURING MEETING ARE AS UNDER:

The procedure for attending Meeting & e-Voting on the day of the AGM/ EGM is same as the instructions mentioned above for Remote e-voting.

The link for VC/OAVM to attend Meeting will be available where the EVSN of Company will be displayed after successful login as per the instructions mentioned above for Remote e-voting.

1. Members will be provided with a facility to attend the AGM through VC/OAVM through the CDSL e-Voting system. Members may access the same at www.evotingindia.com under shareholders/members login by using the remote e-voting credentials. The link for VC/OAVM will be available in shareholder/members login where the EVSN of Company will be displayed.
2. Facility of joining the AGM through VC / OAVM shall open 30 (thirty) minutes before the time scheduled for the AGM and will be available for Members on first come first served basis.
3. Members may note that the VC / OAVM Facility, provided by CDSL, allows participation of at least 1,000 Members on a first-come-first-served basis. The large Members (i.e. Members holding 2% or more shareholding), Promoters, Institutional Investors, Directors, Key Managerial Personnel, the Chairpersons of the Audit Committee, Nomination and Remuneration Committee and Stakeholders Relationship & Grievance Committee, Auditors, etc. can attend the 40th AGM without any restriction on account of first-come-first-served principle.
4. Members are encouraged to join the Meeting through Laptops / IPads for better experience.
5. Further Members will be required to allow Camera access and use Internet with a good speed to avoid any disturbance during the Meeting.
6. Please note that participants connecting from Mobile Devices or Tablets or through Laptop connections via Mobile Hotspot may experience Audio/Video loss due to fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.

7. Members who would like to express their views/ask questions during the meeting may register themselves as a speaker by sending their request from their registered email address mentioning their name, DP ID and Client ID/folio number, PAN, mobile number at comp.sec@sikaglobal.com from July 29, 2026 (9:00 am IST) to August 04, 2026 (5:00 pm IST). The Members who do not wish to speak during the AGM but have queries may send their queries in advance i.e. up-to August 04, 2026 mentioning their name, demat account number/folio number, email id, mobile number at comp.sec@sikaglobal.com. Members who will participate in the AGM through VC/OAVM can also pose question / feedback through question box option. These queries will be replied to by the Company suitably depending on the availability of time at the AGM. The queries may be raised precisely and in brief to enable the Company to answer the same suitably depending on the availability of time at the AGM.
8. Those Members who have registered themselves as a speaker will only be allowed to express their views/ask questions during the meeting.

INSTRUCTIONS FOR MEMBERS FOR E-VOTING DURING THE AGM ARE AS UNDER:

1. The procedure for e-Voting on the day of the AGM is same as the instructions mentioned above for Remote e-voting.
2. Only those Members, who are present in the AGM through VC/OAVM facility and have not casted their vote on the Resolutions through remote e-Voting and are otherwise not barred from doing so, shall be eligible to vote through e-Voting system available during the AGM.
3. If any votes are cast by the Members through the e-voting available during the AGM and if the same Members have not participated in the meeting through VC/OAVM facility, then the votes cast by such Members shall be considered invalid as the facility of e-voting during the meeting is available only to the Members attending the meeting.
4. Members who have voted through Remote e-Voting will be eligible to attend the AGM. However, they will not be eligible to vote at the AGM.
5. The results of the e-voting along with the scrutinizer's report shall be placed in the Company's website, i.e. www.sikaglobal.com and on the website of CDSL within 2 working days of passing of the resolution at the AGM of the Company. The results will also be communicated to the stock exchanges where the shares of the Company are listed.
6. Corporate/ Institutional Members are entitled to appoint authorized representatives to attend the AGM through VC/OAVM on their behalf and cast votes through remote e-voting or at the AGM. Corporate/ Institutional Members intending to authorize their representatives to participate and vote at the Meeting are requested to send a certified copy of the Board Resolution / Authorization letter to the Company at comp.sec@sikaglobal.com, authorizing its representative(s) to attend and vote through VC/OAVM on their behalf or at the Meeting, pursuant to section 113 of the Act.

EXPLANATORY STATEMENT

As required under Section 102 of the Companies Act, 2013 (the "Act"), the following explanatory statement sets out all material facts relating to business mentioned under Item Nos. 5 to 7 of the accompanying Notice:

Item No. 5:

In terms of Section 148 of the Act read with the Companies (Cost Records and Audit) Rules, 2014 (the "Rules"), each as amended from time to time, the Company is required to undertake the audit of its cost records for products covered under the Rules. Such cost audit shall be conducted by a Cost Accountant in practice.

In compliance with the above, the Board, on the consideration and recommendation of the Audit Committee of the Company, has approved the appointment of Mr. M Thimmarayaswamy, Cost Accountant (Registration No. F20731), as the Cost Auditor of the Company for the financial year ending March 31, 2027, for a remuneration of ₹75,000/- plus applicable taxes per annum.

In making the decision on the appointment and remuneration of the Cost Auditor, the Audit Committee considered the Cost Auditor's experience, the size of the Company's operations and corresponding scope of audit applicable, and market standards.

In accordance with the provisions of Section 148(3) of the Act read with Rule 14 of the Companies (Audit and Auditors) Rules, 2014, the remuneration payable to the Cost Auditor, as recommended by the Audit Committee and approved by Board of Directors, must be ratified by the Members of the Company.

The consent of the Members is sought to pass an Ordinary Resolution as set out in Item No. 5 of the notice for ratification of the remuneration payable to the Cost Auditor of the Company for the financial year ending March 31, 2027.

None of the Directors or Key Managerial Personnel of the Company or their respective relatives is, in any way, concerned or interested (financially or otherwise) in the Resolution as set out in Item No.5 of the Notice.

The Board of Directors recommends the Ordinary Resolution set out at Item No. 5 of the Notice for the approval of the Members.

Item Nos. 6:

Mr. Rajeev Sikka was re-appointed as Executive Chairman and Whole-time Director of the Company for a period of three years from 1st April 2024 to 31st March 2027 by the shareholders at their meeting held on 29th September 2023. The Board of Directors of the Company at their meeting held on 08th May 2026 approved the re-appointment of Mr. Rajeev Sikka as Executive Chairman and Whole-time Director of the Company for a term of three years commencing from 1st April 2027 to 31st March 2030 on terms and conditions as set out below based on the recommendations of the Nomination and Remuneration Committee, subject to approval of the Members.

Section 196(3) of the Act inter alia provides that no company shall continue the employment of a person who has attained the age of 70 years as Managing Director, Whole-time Director or Manager unless such continuation is approved by the members by passing a special resolution. Accordingly, since Mr. Rajeev Sikka has attained the age of 70 years, his re-appointment as Executive Chairman and Whole-time Director is being placed before the members for approval by way of a special resolution.

Salary:

Salary up to a maximum of ₹15 Lakhs per month, with authority to the Board to fix the salary within the said maximum amount from time to time.

Perquisites:

In addition to the Salary, Mr. Rajeev Sikka shall be entitled to perquisites such as:

- (1) House Rent Allowance of ₹50,000 per month
- (2) Medical expenses and Medical Insurance will be paid/reimbursed by the Company for self, wife, dependent children and dependent parents at actuals, subject to a ceiling of one month's Salary
- (3) Personal Accident Insurance
- (4) Leave Travel Allowance: Reimbursement of expenses incurred on actual basis, subject to a ceiling of one month's Salary, for self, his wife, dependent children and dependent parents
- (5) Club fees, subject to a maximum of two clubs, which will not include admission and life membership fees
- (6) Company maintained car with driver
- (7) Telecommunication facilities at his residence
- (8) Contribution to Provident Fund, Superannuation Fund, and Gratuity as per the rules of the Company
- (9) Leave and encashment of un availed leave as per the rules of the Company
- (10) A Special Allowance not exceeding ₹ 6Lakhs per annum will be paid and such other perquisites and allowances in accordance with the rules of the Company and as may be agreed by the Board and Mr. Rajeev Sikka

Performance Incentive

Mr. Rajeev Sikka will also be entitled to such remuneration by way of Performance Incentive, in addition to Salary and Perquisites, as may be recommended by the Nomination and Remuneration Committee and decided by the Board from time to time in accordance with Sections 196 and 197 of the Act.

Minimum Remuneration

Notwithstanding anything to the contrary contained herein, where in any financial year during the tenure of Mr. Rajeev Sikka, the Company has no profits or its profits are inadequate, the Company will pay remuneration by way of Salary, Perquisites, Allowances and Performance Incentive as per the provisions of Schedule V of the Act, or any modification(s) thereto.

Mr. Rajeev Sikka has been serving as a Director of the Company since incorporation, and consequently he has been instrumental in its evolution and development over the years. It would accordingly be in the best interests of the Company to retain the services of Mr. Rajeev Sikka as Executive Chairman and Whole Time Director of the Company.

The Board is of the view that the re-appointment of Mr. Rajeev Sikka as Executive Chairman will be beneficial to the Company in terms of its operations and to capitalise on future growth opportunities and the remuneration payable to him is commensurate with his abilities and experience and accordingly recommended the resolution at Item No. 6 of the Notice for approval by the Members.

Other than Mr. Rajeev Sikka, Mrs. Anuradha Sikka (Director) and Mr. Kunal Sikka (Managing Director and CEO), none of the Directors and/or KMP of the Company or their respective relatives is concerned or interested in the Resolution at Item No. 6 of the Notice.

The Board recommends Resolution Item No. 6 of this Notice for the approval of the Members.

Item No.7.

Mr. Kunal Sikka was re-appointed as Managing Director and Chief Executive Officer of the Company for a period of 3 years from 1st April 2024 to 31st March 2027 by the shareholders at their meeting held on 29th September 2023. The Board of Directors of the Company at their meeting held on 08th May 2026 approved the re-appointment of Mr. Kunal Sikka as Managing Director and Chief Executive Officer of the Company for a term of three years commencing from 1st April 2027 to 31st March 2030 on terms and conditions as set out below based on the recommendations of the Nomination and Remuneration Committee, subject to approval of the Members.

Salary:

Salary up to a maximum of ₹14.50 lakhs per month, with authority to the Board to fix the salary within the said maximum amount from time to time.

Perquisites:

In addition to the Salary, Mr. Kunal Sikka shall be entitled to perquisites such as:

- (1) House Rent Allowance of ₹50,000 per month
- (2) Medical expenses and Medical Insurance will be paid/reimbursed by the Company for self, wife, dependent children and dependent parents at actuals, subject to a ceiling of one month's Salary
- (3) Personal Accident Insurance
- (4) Leave Travel Allowance: Reimbursement of expenses incurred on actual basis, subject to a ceiling of one month's Salary, for self, his wife, dependent children and dependent parents.
- (5) Club fees, subject to a maximum of two clubs, which will not include admission and life membership fees
- (6) Company maintained car with driver
- (7) Telecommunication facilities at his residence
- (8) Contribution to Provident Fund, Superannuation Fund, and Gratuity as per the rules of the Company
- (9) Leave and encashment of un availed leave as per the rules of the Company
- (10) A Special Allowance not exceeding ₹6 Lakhs per annum will be paid and such other perquisites and allowances in accordance with the rules of the Company and as may be agreed by the Board and Mr. Kunal Sikka

Performance Incentive:

Mr. Kunal Sikka will also be entitled for such remuneration by way of Performance Incentive, in addition to Salary and Perquisites, as may be recommended by the Nomination and Remuneration Committee and decided by the Board from time to time in accordance with Sections 196 and 197 of the Act.

Minimum Remuneration:

Notwithstanding anything to the contrary contained herein, where in any financial year during the tenure of Mr. Kunal Sikka, the Company has no profits or its profits are inadequate, the Company will pay remuneration by way of Salary, Perquisites, Allowances and Performance Incentive as per the provisions of Schedule V of the Act, or any modification(s) thereto.

The Board is of the view that the appointment of Mr. Kunal Sikka as Managing Director & CEO will be beneficial to the Company in terms of its operations and to capitalise on future growth opportunities and the remuneration payable to him is commensurate with his abilities and experience, and accordingly recommend the Resolution at Item No.7 of the accompanying Notice for approval by the Members of the Company.

Other than Mr. Kunal Sikka, Mrs. Anuradha Sikka (Director) and Mr. Rajeev Sikka (Executive Chairman), none of the Directors or KMP of the Company or their respective relatives is concerned or interested in the Resolution at Item No. 7 of the accompanying Notice.

The Board recommends Resolution No. 7 of this Notice for the approval of the Members.

Pursuant to Section 197 of the Companies Act, 2013 (the "Act") read with Schedule V to the Act, the statement of information required, as relevant to the Company, is set out as under:

I. General Information:

Sno	Particular	Details
I.	Nature of industry	As stated in the Management Discussion and Analysis ("MD&A") forming part of the Directors' Report annexed hereto.
II.	Date or expected date of commencement of Commercial Productions	20-12-1985
III.	Financial performance	As summarised in the Directors' Report annexed hereto.
IV.	Foreign investments or collaborations, if any:	NA

II. Information about appointee:

Sl. No.	Particular	Mr. Rajeev Sikka	Mr. Kunal Sikka
I.	Background details	Mr. Rajeev Sikka is a Graduate with Joint Honours in Engineering and Management Sciences from the University of Strathclyde, Glasgow, UK. He has served as the Managing Director of the Company from 1986 up to 2020-21, and has been its Chairman since 2005.	Mr. Kunal Sikka is a BBA with a specialisation in Finance and Management from the University of Wisconsin-Madison, USA. Prior to joining the Company in 2011, he worked with Goldman Sachs for nearly 6 years in their New York, London and Singapore offices, with experience across capital markets, financing, foreign exchange and real estate investing. He has served as Chief Financial Officer of the Company from 2011-12 up to 2020-21, has been a Whole-time Director since 2014, and has been its Managing Director and Chief Executive Officer since 1st October 2021.

II.	Past remuneration:	As stated in the Directors' Report annexed hereto.	As stated in the Directors' Report annexed hereto.
III.	Recognition or awards	Under Mr. Rajeev Sikka's leadership, the Company has received awards from the Defence Research & Development Organisation (Ministry of Defence, Government of India), the Naval Physical & Oceanographic Laboratory (Ministry of Defence, Government of India), the Society of Indian Aerospace Technologies and Industries (SIATI) and SAP Media Worldwide Ltd; has continuously held design approval from the Centre for Military Airworthiness and Certification (Ministry of Defence, Government of India) from 1999 (until 2020 when such approvals were discontinued); obtained approval as a recognised R&D Centre from the Council of Scientific and Industrial Research, Department of Science & Technology, Government of India and approval from the Directorate General of Aeronautical Quality Assurance (Ministry of Defence, Government of India); and been recognised by the Financial Times/Statista in the 2018, 2021, 2023 and 2026 editions of its 'High-Growth Companies Asia-Pacific', as one of the Economic Times/Statista's 'India's Growth Champions' 2022, as one of TIME/Statista 'India's Fastest Growing Companies' 2026, and awarded as the 'Listed SME of the Year' at the Economic Times MSME Awards 2025. In addition, SIATI honoured him in 2025 with its 'Outstanding Leadership & Achievement Award'.	Under Mr. Kunal Sikka's leadership, the Company has received awards from the Naval Physical & Oceanographic Laboratory (Ministry of Defence, Government of India) and SAP Media Worldwide Ltd; has maintained its design approval from the Centre for Military Airworthiness and Certification (Ministry of Defence, Government of India) until 2020 when such approvals were discontinued; obtained approval as a recognised R&D Centre from the Council of Scientific and Industrial Research, Department of Science & Technology, Government of India and approval from the Directorate General of Aeronautical Quality Assurance (Ministry of Defence, Government of India); and been recognised by the Financial Times/Statista in the 2018, 2021, 2023 and 2026 editions of its 'High-Growth Companies Asia-Pacific', as one of the Economic Times/Statista's 'India's Growth Champions' 2022, as one of TIME/Statista 'India's Fastest Growing Companies' 2026, and awarded as the 'Listed SME of the Year' at the Economic Times MSME Awards 2025.
IV.	Job profile and his suitability:	Your Company has grown organically into an established engineering industry that is focused on advanced technology projects and services for the Aerospace, Defence and Space sectors, and Mr. Rajeev Sikka has played a pivotal role in the Company's successes. Thus, as stated in the Explanatory Statement, the Board strongly recommends his re-appointment as Executive Chairman.	Over the last 15 years, your Company has continued to grow organically into an established engineering industry that is focused on advanced technology projects and services for the Aerospace, Defence and Space sectors, and Mr. Kunal Sikka has played a key role in the Company's successes. Thus, as stated in the Explanatory Statement, the Board strongly recommends his re-appointment as Managing Director and CEO.
V.	Remuneration proposed:	As stated in the Explanatory Statement.	As stated in the Explanatory Statement.
VI.	Comparative remuneration profile with respect to industry, size of the Company, profile of the position and person (in case of expatriates the relevant details would be w.r.t. the country of his origin)	The remuneration package proposed for Mr. Rajeev Sikka is commensurate with respect to the industry, size of the company, profile of the position and his abilities and experience.	The remuneration package proposed for Mr. Kunal Sikka is commensurate with respect to the industry, size of the company, profile of the position and his abilities and experience.
XI	Pecuniary relationship directly or indirectly with the Company, or relationship with the Managerial Personnel, if any:	Mr. Rajeev Sikka belongs to the Promoter group and is related to Mr. Kunal Sikka and Mrs. Anuradha Sikka.	Mr. Kunal Sikka belongs to the Promoter group and is related to Mr. Rajeev Sikka and Mrs. Anuradha Sikka.

ANNEXURE TO NOTICE

(Pursuant to Regulation 36(3) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015, following are details of Directors seeking appointment / re-appointment at the Annual General Meeting:

Name	Mr. Rajeev Sikka	Mrs. Anuradha Sikka	Mr. Kunal Sikka
DIN	00902887	00902914	05240807
Date of Birth	12-06-1948	25-01-1955	25-08-1984
Date of Appointment	20-12-1985	Effective from the date of passing of the resolution	01-10-2014
Qualifications	Graduate with Joint Honors in Engineering and Management Science from the University of Strathclyde, Glasgow, UK.	Graduate	Bachelor's degree in business administration from the University of Wisconsin-Madison, USA
Expertise in specific functional areas	Experience in Engineering, Finance, Management and Business Development	Experience in Administration, Management, Corporate Relations /Communications	Experience in Finance, Management and Business Development
Disclosure of relationships between Directors inter-se	Mr. Rajeev Sikka is the husband of Mrs. Anuradha Sikka (Director) and father of Mr. Kunal Sikka (Managing Director & CEO)	Mrs. Anuradha Sikka is wife of Mr. Rajeev Sikka (Executive Chairman) and mother of Mr. Kunal Sikka (Managing Director & CEO)	Mr. Kunal Sikka is the son of Mr. Rajeev Sikka (Chairman) and Mrs. Anuradha Sikka (Director)
Directorships held in other public listed companies (excluding foreign companies and Section 8 companies)	Nil	Nil	Nil
Memberships / Chairmanships of committees of other public listed companies	Nil	Nil	Nil
Number of shares held in the Company	19,665	Nil	Nil

Date: May 08, 2026
Place: Bangalore

On behalf of the Board of Directors
Sika Interplant Systems Limited
Suraj Kumar Sahu

Company Secretary
ACS: 35855