

Sinnar Bidi Udyog Limited

Registered Office: AT, Office No 804, 8th Floor, Mahal Industrial Estate, Mahakali Caves Road, Andheri (East) Mumbai - 400093

Administrative Office: 'Camel House' Nasik-Pune Road, Nasik-422011

CIN: L16002MH1974PLC017734 **Phone No:** (0253) 2594231

Website: www.sinnarbidi.com **Email:** investor@sinnarbidi.com

Date: 31 July 2026

To,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai, Maharashtra- 400001

Subject: Delay in filling the vacancy of Company Secretary & Compliance Officer (Key Managerial Personnel)

Reference: Scrip Code: 509887

Dear Sir/Madam,

Pursuant to Regulation 6(1) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby inform the Stock Exchange that the position of Whole-time Company Secretary and Compliance Officer of the Company remained vacant from 15th February till 15th June 2026 following the resignation of the previous Company Secretary and Compliance Officer with effect from 14 February 2026.

In accordance with Regulation 6(1) of the SEBI (LODR) Regulations, 2015, the vacancy was required to be filled within a period of three (3) months from the date of its occurrence, i.e. on or before **14th May 2026**.

To meet this deadline, the Company had actively been conducting interviews and shortlisting candidates to find a suitable professional for the role.

Despite the above efforts, the Company has faced considerable challenges in finalizing a suitable appointment. A significant number of applications received did not meet the requisite qualifications, experience, or expectations for the role. Further, although the Company had shortlisted and selected a candidate and formally communicated the offer, the candidate declined the offer on the scheduled date of joining.

This has resulted in the delay in appointment, which was not intentional.

Details regarding the delay in the appointment of the Company Secretary and Compliance Officer, the reasons for such delay, and the steps taken by the Company to fill the vacancy are set out in the attached Note, a copy of which is enclosed for your reference. The vacancy of Company Secretary & Compliance officer was filled on **16th June 2026**.

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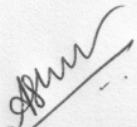
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The Board of Directors and the Nomination and Remuneration Committee (NRC) treated the matter with utmost priority, and the vacancy was subsequently filled on **16th June 2026**. The appointment was approved at the Board Meeting held on the said date, and the requisite intimation regarding the appointment was duly submitted to **BSE**.

We request you to take the above information on record.

Yours faithfully

For Sinnar Bidi Udyog Limited


Ashwini Atish Raut
Company Secretary and Compliance Officer
Membership No. A79853

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Detailed Note:

Communication regarding the efforts for appointment of Company Secretary and Compliance Officer pursuant to Regulation 6 of SEBI (LODR) Regulations, 2015

Dear Sir/Madam,

This is with reference to Regulation 6(1) and Regulation 6(1A) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 relating to the appointment of a qualified Company Secretary as Compliance Officer of the Company and filling the resultant vacancy.

We wish to inform your good office that the Board of Directors, in their meeting held on 16 June 2026, appointed CS Ashwini Raut as the Company Secretary and Compliance Officer of the Company. Intimations for this purpose were filed separately vide acknowledgment No. 13315801.

Ms. Pratiksha Shah, the earlier Company Secretary and Compliance Officer of the Company, resigned from the Company with effect from 14th February 2026. After receiving notice of resignation from CS Pratiksha Shah, the Company had been making continuous and genuine efforts to fill the vacancy and appoint a suitable candidate for the position of Company Secretary and Compliance Officer.

In this regard, the Company had been actively undertaking various measures over the past several months, including but not limited to the following:

1. Reviewing and evaluating multiple candidate profiles received through various recruitment channels
2. Publishing and circulating job requirements through platforms such as LinkedIn, Indeed, Naukri, the Company's website, professional references, and other recruitment networks
3. Coordinating with prospective candidates and scheduling interviews with shortlisted applicants
4. Conducting multiple rounds of discussions and evaluations with suitable candidates.
5. Engaging with professionals and recruitment references for identifying appropriate candidates for the position.

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Despite the above efforts, the Company faced considerable challenges in finalizing a suitable candidate. A significant number of applications received did not meet the requisite qualifications, experience, or expectations for the role. Further, although the Company had shortlisted and selected a candidate and formally communicated the offer, the candidate declined the offer on the scheduled date of joining. This happened twice, in April 2026 and in May 2026, which required the Company to start the whole process all over again and resulted in delay in final appointment of Company Secretary.

The delay in appointment is purely inadvertent and not intentional. The Company remains fully committed towards ensuring compliance with the applicable provisions of the SEBI (LODR) Regulations, 2015, the Companies Act, 2013, and other applicable laws. The management and Board are continuously monitoring the matter and making all possible efforts to appoint a suitable Company Secretary and Compliance Officer at the earliest possible opportunity.

A detailed note containing the efforts undertaken by the Company, received from the HR Department is enclosed herewith for your reference and record.

The Company has maintained complete records of the communication with the candidates and the offer letters sent to them, including the HR formalities completed by these candidates.

Kindly take the above on record.

Thanking You.

Enclose: Annexure

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Explanatory note on efforts taken for appointment of Company Secretary in Sinner Bidi Udyog Limited, based on inputs received from the HR Department:

We have been in the process of recruiting Company Secretary for the last 6 months. During the 6-month period, we have reviewed several profiles. We found certain profiles suitable. From those we found suitable, a few candidates did not clear the interviews; a few withdrew during the offer stage due to counteroffers or other opportunities. A few accepted offers and, at the time of joining, backed out. Despite multiple sourcing efforts, the position remained difficult to fill due to a combination of market and candidate-related factors.

We have sourced profiles so far through the job portals like, LinkedIn, Naukri, Indeed. We updated the open position on our company website, reached out to CS Institute as well as references.

Screening and discussions were arranged to evaluate knowledge and competencies required for CS role as well as understanding of compliance-related knowledge.

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Key Observations during the Hiring Process: -

- Candidates who have just completed CS degree and passed out but without experience had high-salary expectations.
- Candidates who appeared for the interview lacked competencies like communication skills, writing and drafting skills, etc.
- Candidates accept offers and on the date of joining have backed out. A few backed out few days before joining.