



**Date: February 14, 2026**

**To,  
BSE Limited,  
Floor 25, P.J. Towers,  
Dalal Street, Mumbai – 400001**

**Scrip Code: 543939**

**Sub: Notice of Postal Ballot**

**Dear Sir/Madam,**

Pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the copy of Postal Ballot Notice.

In compliance with the relevant circulars issued by Ministry of Corporate Affairs, the said Notice has already been sent through electronic mode to those members whose e-mail IDs are registered with the Company/ Depositories as on Friday, February 13, 2026, being the cut-off date.

The Company has engaged Bigshare Services Pvt. Ltd to provide e-Voting facility to its members. The e-Voting period commences from 9:00 am (IST) on Tuesday, February 17, 2026 up to 5.00 pm (IST) on Wednesday, March 18, 2026.

Please note that communication of assent or dissent of the members would only take place through the e-Voting. The instructions for remote e-Voting are provided in the Postal Ballot Notice.

We request you to kindly take the same on your record and acknowledge.

**Thanking You,  
Yours Truly,  
For, Kaka Industries Limited**

**Bhavin Rajeshbhai Gondaliya  
Whole Time Director  
DIN: 07965097**

**POSTAL BALLOT NOTICE**

**Notice pursuant to Section 110 of the Companies Act, 2013 read with Rule 22(1)  
of the Companies (Management and Administration) Rules, 2014**

**Dear Members,**

Notice is hereby given that pursuant to the provisions of Section 108, 110 and other applicable provisions, if any, of the Companies Act, 2013 ("Act"), read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Rules"), including any statutory amendment(s), modification(s), variation(s) or re-enactment(s) thereto, for the time being in force and in accordance with the guidelines prescribed by the Ministry of Corporate Affairs ("MCA") for holding general meetings / conducting postal ballot through e-voting, vide Ministry's General Circular No. 14/2020 date 08th April, 2020, Circular No. 03/2022 dated 05th May, 2022, Circular No 11/ 2022 dated 28th December, 2022 and Circular No. 09/2023 dated 25th September, 2023, General Circular No. 09 / 2024 dated September 19, 2024 and General Circular No. 03/2025, dated 22 September 2025 (in continuation to the circulars issued earlier in this regard), and Circular no SEBI/HO/CFD/CFD-PoD-2/P/CIR/2023/167 dated 07th October, 2023 and SEBI/HO/CFD/CFD-PoD-2/P/CIR/2024/133 dated October 3, 2024 (in continuation to the circulars issued earlier in this regard) Issued by SEBI and Secretarial Standard – 2 ("SS-2") on General Meetings issued by the Institute of Company Secretaries of India and other applicable laws and regulations, if any, approval of the Members of the Company is sought for the proposals contained in the resolutions forming part of this Notice of Postal Ballot ("Notice").

In compliance with the aforesaid circulars issued by MCA and SEBI, Regulation 44 of the Listing Regulations and the provisions of Sections 108, 110 and other applicable provisions of the Act read with the Rules, as amended from time to time, and SS – 2 on General Meetings, Notice is being sent by the Company only through electronic mode to all its Members who have registered their email addresses with the Company and / or Bigshare Services Private Limited, Registrar and Transfer Agent of the Company or their respective depository participants (NSDL/CDSL). Hard copy of the Notice along with Postal Ballot form and pre-paid business reply envelope will not be sent to the Members for this postal ballot and they are required to communicate their assent or dissent through electronic means by remote e-voting system only. This postal ballot is accordingly being initiated in compliance with the circulars issued by MCA and SEBI.



Pursuant to Rule 22(5) of the Rules, the Board of Directors of the Company, at its meeting held on Saturday, February 14, 2026 has appointed Mr. Murtuza

Mandorwala, Practicing Company Secretaries, (Membership No. F10745 and COP No. 14284) as the Scrutinizer for conducting the postal ballot only through the remote e-voting process in a fair and transparent manner.

In accordance with the MCA circulars, Members can vote only through the remote evoting process. Pursuant to Section 108 of the Act read with Rule 20 of the Rules and Regulation 44 of the Listing Regulations, the Company is pleased to offer remote evoting facility to all its Members to cast their votes by electronic means through the remote e-voting process. Members are requested to read the instructions in the Notes under the section "Voting through remote e-voting facility" at note #13 of this Notice to cast their vote by electronic means through the remote e-voting process. The Company has appointed Bigshare Services Private Limited to provide remote e-voting facility for its Members. The remote e-voting facility is available from 9:00 am (IST) on Tuesday, February 17, 2026 up to 5.00 pm (IST) on Wednesday, March 18, 2026. Remote e-voting module will be blocked by Bigshare Services Private Limited at 5.00 pm (IST) on Wednesday, March 18, 2026 and voting shall not be allowed beyond the said date and time. Members are requested to cast their vote through the remote e-voting process not later than 5:00 pm (IST) on Wednesday, March 18, 2026 to be eligible for being considered, failing which it will be strictly considered that no vote has been received.

Based on the Scrutinizer's report, the results of the remote e-voting will be declared on or before Friday, March 20, 2026 i.e. within two (2) working days from close of voting period at the Registered Office of the Company. The declared results, along with the Scrutinizer's report, will be available forthwith on the website of the Company i.e. [www.kakaprofile.com](http://www.kakaprofile.com) under the section 'Investor Relations' and will also be forwarded to BSE Limited, where the equity shares of the Company are listed. Bigshare Services Private Limited, who has provided the platform for facilitating remote e-voting, will also display these results on its website i.e. <https://www.bigshareonline.com>.

The last date of remote e-voting shall be the date on which the resolutions shall be deemed to have been passed, if approved by requisite majority.

## **SPECIAL BUSINESS:**

**ITEM NO.1:**

**REGULARISATION OF ADDITIONAL DIRECTOR OF MR. ISHAN JAYMINBHAI PARIKH (DIN: 11358690) AS AN INDEPENDENT DIRECTOR OF THE COMPANY.**

To consider and if thought fit, to pass with or without modification(s), the following Resolution as a **Special Resolution**:

**“RESOLVED THAT**, in accordance with, the provisions of Sections 149, 150 and 152 and other applicable provisions, if any, of the Companies Act, 2013 (‘the Act’), and the Rules made thereunder, read with Schedule IV of the Act, Regulation 16 and Regulation 25 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

(‘Listing Regulations’) (including any statutory modification(s) or re-enactment thereof for the time being in force), Mr. Ishan Jayminbhai Parikh (DIN: 11358690) who was appointed as an Additional Director of the Company w.e.f November 26, 2025 pursuant to Section 161 of the Act and who has submitted a declaration that he meets the criteria of Independence as provided under the Act and the Listing Regulations, be and is hereby appointed as an Independent Director of the Company to hold office for a term of up to 5 (five) consecutive years with effect from November 26, 2025 to November 25, 2030.

**RESOLVED FURTHER THAT** for the purpose of giving effect to the above resolutions, any of the Directors or Key Managerial Personnel, be and are hereby severally authorised to do all such acts, deeds, matters and things and execute all such deeds, documents, instruments and writings as it may in its absolute discretion deem necessary or desirable and pay any fees and commission and incur expenses in relation thereto.”

**ITEM NO.2:**

**REAPPOINTMENT OF MR. RAJESH DHIRUBHAI GONDALIYA (DIN: 03454540) AS A MANAGING DIRECTOR & CHAIRMAN AND FIX HIS REMUNERATION**

To consider and, if thought fit, to pass with or without modification(s), the following resolution as a **Special Resolution**:

**“RESOLVED THAT** pursuant to the provisions of Sections 196, 197, 198 and 203 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read

with Schedule V thereto and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") (including any statutory modification(s) or amendment(s) thereto or re-enactment(s) thereof for the time being in force), and based on the recommendation of the Nomination and Remuneration Committee and with the consent of the Board of Directors, subject to the approval of the members of the Company, be and is hereby accorded for the re-appointment of Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) as Managing Director & Chairman of the Company, for a period of three (3) years with effect from March 18, 2026 to March 17, 2029.

**RESOLVED FURTHER THAT** the remuneration payable to Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) as Managing Director & Chairman shall be up to Rs.2,40,00,000/- (Rupees Two Crore Forty Lakhs Only) per annum, which shall be payable in excess of the limits specified under Section 197 of the Act and calculated in accordance with Section 198 of the Act for any financial year and the said remuneration shall be term as a salary as set out in the Explanatory Statement annexed

to the Notice and as may be decided by the Board of Directors or any Committee thereof, within the overall limits approved herein.

**RESOLVED FURTHER THAT**, in the event of absence or inadequacy of profits in any financial year during the tenure of his appointment, the Company shall pay remuneration to Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) as Managing Director & Chairman in accordance with Section II of Part II of Schedule V to the Companies Act, 2013, as amended from time to time, subject to a maximum limit of Rs.2,40,00,000/- per annum.

**RESOLVED FURTHER THAT** the Board of Directors of the Company (hereinafter referred to as "the Board", which term shall be deemed to include any Committee thereof) be and is hereby authorized to alter, vary or modify the terms and conditions of the said re-appointment, including remuneration, in such manner as may be agreed between the Board and Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) as Managing Director & Chairman, subject to the provisions of the Companies Act, 2013.

**RESOLVED FURTHER THAT** the Board of Directors of the Company be and is severally hereby authorized to make applications, file forms etc and further

authorised to do all such acts, deeds, and things as may be required or deemed expedient to implement this resolution and to take all necessary steps for giving effect to this resolution.”

**ITEM NO.3:**

**REAPPOINTMENT OF MR. BHAVIN RAJESHBHAI GONDALIYA (DIN: 07965097) AS A WHOLE TIME DIRECTOR AND FIX HIS REMUNERATION**

To consider and, if thought fit, to pass with or without modification(s), the following resolution as a **Special Resolution**:

“**RESOLVED THAT** pursuant to the provisions of Sections 196, 197, 198 and 203 and other applicable provisions, if any, of the Companies Act, 2013 (“the Act”), read with Schedule V thereto and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”) (including any statutory modification(s) or amendment(s) thereto or re-enactment(s) thereof for the time being in force), and based on the recommendation of the Nomination and Remuneration Committee and with the consent of the Board of Directors, subject to the approval of the members of the Company, be and is hereby accorded for the re-appointment of Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) as a Whole-Time Director of the Company, for a period of three (3) years with effect from March 18, 2026 to March 17, 2029.

**RESOLVED FURTHER THAT** the remuneration payable to Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) as a Whole-Time Director shall be up to Rs.2,40,00,000/- (Rupees Two Crore Forty Lakhs Only) per annum, which shall be payable in excess of the limits specified under Section 197 of the Act and calculated in accordance with Section 198 of the Act for any financial year and the said remuneration shall be term as a salary as set out in the Explanatory Statement annexed to the Notice and as may be decided by the Board of Directors or any Committee thereof, within the overall limits approved herein.

**RESOLVED FURTHER THAT**, in the event of absence or inadequacy of profits in any financial year during the tenure of his appointment, the Company shall pay remuneration to Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) as a Whole-Time Director in accordance with Section II of Part II of Schedule V to the Companies Act, 2013, as amended from time to time, subject to a maximum limit of Rs.2,40,00,000/- per annum.





Services (India) Limited ("CDSL") as on Friday, February 13, 2026 ("Cut-off Date") and whose email addresses are registered in the records of the Company or the depositories, as on the Cut-off Date.

4. Members may note that the Notice is also available on the website of the Company i.e. [www.kakaprofile.com](http://www.kakaprofile.com), websites of the Stock Exchanges i.e. BSE Limited at [www.bseindia.com](http://www.bseindia.com) and on the website of Bigshare at [www.ivote.bigshareonline.com](http://www.ivote.bigshareonline.com). A person who is not a Member as on the Cut-off Date should treat this Notice for information purpose only.
  5. After dispatch of the Notice through email, advertisement shall be published in one English daily newspaper having country-wide circulation and in one Gujarati newspaper, having wide circulation in the district where the registered office of the Company is situated and will also be uploaded on the website of the Company i.e. [www.kakaprofile.com](http://www.kakaprofile.com) and websites of the Stock Exchanges [www.bseindia.com](http://www.bseindia.com).
  6. Members desirous of receiving communication from the Company in electronic form, may register their e-mail address with their respective depository participant.
  7. To support the 'Green Initiative', Members who have not registered their e-mail addresses with the Company / Bigshare Services Pvt Ltd, Registrar and Transfer Agent ("RTA") / depository participant are requested to log in to the website of our RTA i.e. <https://www.bigshareonline.com> under Investor Services > Email Registration, fill in the details, upload the required documents and submit.
- Further, Members are also requested to approach their depository participant to register / revise their e-mail address in their demat account details as per the process defined by the respective depository participant.
8. The voting rights of Members shall be in proportion to their share in the paid-up equity share capital of the Company as on the Cut-off Date
  9. Institutional / Corporate Members (i.e. other than Individuals, HUF, NRI, etc.) and custodians are required to log in to the e-voting system of Bigshare at [www.ivote.bigshareonline.com](http://www.ivote.bigshareonline.com) and register themselves as 'Custodian / Mutual Fund / Corporate Body'. They are also required to upload a scanned certified true copy of the board resolution / letter of authority / power of attorney, etc. together with attested specimen signature of the duly authorised representative(s) in .pdf format for the Scrutiniser to verify the same.



10. All document(s) mentioned in the Notice will be available for electronic inspection without any fee, from the date of circulation of this Notice up to the date of conclusion of remote e-voting period i.e. up to March 18, 2026. Members who wish to inspect the relevant document(s) may send an email to [investors@kakaprofile.com](mailto:investors@kakaprofile.com) in by mentioning their DP ID and Client ID in case of dematerialised shareholding / Folio no. in case of physical shareholding.
11. The last date specified in this Notice for e-voting shall be the date on which the resolution would be deemed to have been passed, if approved by the requisite majority.
12. Contact details of the person responsible to address the queries / grievances connected with the voting by electronic means, if any:

Mr. Chintan Bodar, Chief Financial Officer, Kaka Industries Limited, Plot No. 67, Bhagwati Nagar, Opp Nilkanth Arcade Opp Kathwada GIDC, Kuha-Kanbha Road, Odhav, Ahmedabad-382415, Gujarat, India, Contact: +91 9725333718, Email: [investors@kakaprofile.com](mailto:investors@kakaprofile.com)

13. The Detailed Procedure with respect to remote e-voting is mentioned below in the notice

## Bigshare i-Vote E-Voting System

### E-VOTING INTRUCTIONS FOR POSTAL BALLOT ARE AS UNDER:

- i. The voting period begins on Tuesday, February 17, 2026 and ends on Wednesday, March 18, 2026 During this period shareholders' of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date Friday, February 13, 2026 may cast their vote electronically. The e-voting module shall be disabled by Bigshare for voting thereafter.
- ii. Pursuant to SEBI Circular No. **SEBI/HO/CFD/CMD/CIR/P/2020/242 dated 09.12.2020**, under Regulation 44 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, listed entities are required to provide remote e-voting facility to its shareholders, in respect of all shareholders' resolutions. However, it has been observed that the participation by the public non-institutional shareholders/retail shareholders is at a negligible level.

Currently, there are multiple e-voting service providers (ESPs) providing e-voting facility to listed entities in India. This necessitates registration on various ESPs and maintenance of multiple user IDs and passwords by the shareholders.

In order to increase the efficiency of the voting process, pursuant to a public consultation, 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

ESPs, thereby, not only facilitating seamless authentication but also enhancing ease and convenience of participating in e-voting process.

- iii. In terms of SEBI circular no. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.

1. Pursuant to above said SEBI Circular, Login method for e-Voting for **Individual shareholders holding securities in Demat mode** is given below:

Type of shareholders	Login Method
Individual Shareholders holding securities in Demat mode with CDSL	<ol style="list-style-type: none"> <li>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 is <a href="https://web.cdslindia.com/myeasitoken/home/login">https://web.cdslindia.com/myeasitoken/home/login</a> or visit CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on login icon &amp; New System Myeasi Tab and then use your existing my easi username &amp; password.</li> <li>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 <b>BIGSHARE</b> the e-Voting service provider and you will be re-directed to <b>i-Vote</b> website for casting your vote during the remote e-Voting period. Additionally, there is also links provided to access the system of all e-Voting Service Providers i.e. <b>BIGSHARE</b>, so that the user can visit the e-Voting service providers' website directly.</li> <li>3) If the user is not registered for Easi/Easiest, option to register is available at <a href="https://web.cdslindia.com/myeasitoken/Registration/EasiRegist">https://web.cdslindia.com/myeasitoken/Registration/EasiRegist</a></li> </ol>

	<p><a href="#">ration</a></p> <p>4) Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a link <a href="https://evoting.cdslindia.com/Evoting/EvotingLogin">https://evoting.cdslindia.com/Evoting/EvotingLogin</a> The system will authenticate the user by sending OTP on registered Mobile &amp; Email as recorded in the Demat Account. After successful authentication, user will be able to see the e-Voting option where the evoting is in progress, and also able to directly access the system of all e-Voting Service Providers. Click on <b>BIGSHARE</b> and you will be re-directed to <b>i-Vote</b> website for casting your vote during the remote e-voting period.</p>
<p>Individual Shareholders holding securities in demat mode with <b>NSDL</b></p>	<ol style="list-style-type: none"> <li>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: <a href="https://eservices.nsd.com">https://eservices.nsd.com</a> 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 <b>BIGSHARE</b> and you will be re-directed to <b>i-Vote</b> website for casting your vote during the remote e-Voting period.</li> <li>2) If the user is not registered for IDeAS e-Services, option to register is available at <a href="https://eservices.nsd.com">https://eservices.nsd.com</a>. Select “Register Online for IDeAS “Portal or click at <a href="https://eservices.nsd.com/SecureWeb/IdeasDirectReg.jsp">https://eservices.nsd.com/SecureWeb/IdeasDirectReg.jsp</a></li> <li>3) Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <a href="https://www.evoting.nsd.com/">https://www.evoting.nsd.com/</a> 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 hold 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 <b>BIGSHARE</b> and you will be redirected to <b>i-Vote</b> website for casting your vote during the</li> </ol>

	<p>remote e-Voting period.</p> <p>4) For OTP based login you can click on <a href="https://eservices.nSDL.com/SecureWeb/evoting/evotinglogin.jsp">https://eservices.nSDL.com/SecureWeb/evoting/evotinglogin.jsp</a>. You will have to enter your 8-digit DP ID, 8-digit Client Id, PAN No., Verification code and generate OTP. Enter the OTP received on registered email id/mobile number and click on login. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page with all e-Voting Service Providers. Click on <b>BIGSHARE</b> and you will be re-directed to <b>i-vote (E-voting website)</b> for casting your vote during the remote e-Voting period or joining virtual meeting &amp; voting during the meeting.</p>
Individual Shareholders (holding securities in demat mode) login through their Depository Participants	<p>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.</p>

**Important note:** Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

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

Login type	Helpdesk details
Individual Shareholders holding securities in Demat mode with <b>CDSL</b>	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at <a href="mailto:helpdesk.evoting@cdslindia.com">helpdesk.evoting@cdslindia.com</a> or contact at toll free No. 1800 22 55 33.
Individual Shareholders holding securities in Demat mode with <b>NSDL</b>	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at <a href="mailto:evoting@nsdl.com">evoting@nsdl.com</a> or call at 022- 48867000.



## 2. Login method for e-Voting for shareholder other than individual shareholders holding shares in Demat mode & physical mode is given below:

- You are requested to launch the URL on internet browser: <https://ivote.bigshareonline.com>
- Click on “**LOGIN**” button under the ‘**INVESTOR LOGIN**’ section to Login on E-Voting Platform.
- Please enter you ‘**USER ID**’ (User id description is given below) and ‘**PASSWORD**’ which is shared separately on you register email id.
  - Shareholders holding shares in **CDSL demat account** should enter **16 Digit Beneficiary ID** as user id.
  - Shareholders holding shares in **NSDL demat account** should enter **8 Character DP ID followed by 8 Digit Client ID** as user id.
  - Shareholders holding shares in **physical form** should enter **Event No + Folio Number** registered with the Company as user id.

**Note** If you have not received any user id or password please email from your registered email id or contact i-vote helpdesk team. (Email id and contact number are mentioned in helpdesk section).

- Click on **I AM NOT A ROBOT (CAPTCHA)** option and login.

**NOTE:** If Shareholders are holding shares in demat form and have registered on to e-Voting system of <https://ivote.bigshareonline.com> and/or voted on an earlier event of any company then they can use their existing user id and password to login.

- If you have forgotten the password: Click on ‘**LOGIN**’ under ‘**INVESTOR LOGIN**’ tab and then Click on ‘**Forgot your password?**’
- Enter “**User ID**” and “**Registered email ID**” Click on **I AM NOT A ROBOT (CAPTCHA)** option and click on ‘**Reset**’.

(In case a shareholder is having valid email address, Password will be sent to his / her registered e-mail address).

### Voting method for shareholders on i-Vote E-voting portal:

- After successful login, **Bigshare E-voting system** page will appear.
- Click on “**VIEW EVENT DETAILS (CURRENT)**” under ‘**EVENTS**’ option on investor portal.
- Select event for which you are desire to vote under the dropdown option.
- Click on “**VOTE NOW**” option which is appearing on the right hand side top corner of the page.



- Cast your vote by selecting an appropriate option “**IN FAVOUR**”, “**NOT IN FAVOUR**” or “**ABSTAIN**” and click on “**SUBMIT VOTE**”. A confirmation box will be displayed. Click “**OK**” to confirm, else “**CANCEL**” to modify. Once you confirm, you will not be allowed to modify your vote.
- Once you confirm the vote you will receive confirmation message on display screen and also you will receive an email on your registered email id. During the voting period, members can login any number of times till they have voted on the resolution(s). Once vote on a resolution is casted, it cannot be changed subsequently.
- Shareholder can “**CHANGE PASSWORD**” or “**VIEW/UPDATE PROFILE**” under “**PROFILE**” option on investor portal.

### **3. Custodian registration process for i-Vote E-Voting Website:**

- You are requested to launch the URL on internet browser: <https://ivote.bigshareonline.com>
- Click on “**REGISTER**” under “**CUSTODIAN LOGIN**”, to register yourself on Bigshare i-Vote e-Voting Platform.
- Enter all required details and submit.
- After Successful registration, message will be displayed with “**User id and password will be sent via email on your registered email id**”.

**NOTE:** If Custodian have registered on to e-Voting system of <https://ivote.bigshareonline.com> and/or voted on an earlier event of any company then they can use their existing user id and password to login.

- If you have forgotten the password: Click on ‘**LOGIN**’ under ‘**CUSTODIAN LOGIN**’ tab and further Click on ‘**Forgot your password?**’
- Enter “**User ID**” and “**Registered email ID**” Click on **I AM NOT A ROBOT (CAPTCHA)** option and click on ‘**RESET**’.

*(In case a custodian is having valid email address, Password will be sent to his / her registered e-mail address).*

### **Voting method for Custodian on i-Vote E-voting portal:**

- After successful login, **Bigshare E-voting system** page will appear.

### **Investor Mapping:**

- First you need to map the investor with your user ID under “**DOCUMENTS**” option on custodian portal.
  - Click on “**DOCUMENT TYPE**” dropdown option and select document type power of attorney (POA).



- Click on upload document “**CHOOSE FILE**” and upload power of attorney (POA) or board resolution for respective investor and click on “**UPLOAD**”.

**Note:** The power of attorney (POA) or board resolution has to be named as the “**InvestorID.pdf**” (Mention Demat account number as Investor ID.)

- Your investor is now mapped and you can check the file status on display.

### **Investor vote File Upload:**

- To cast your vote select “**VOTE FILE UPLOAD**” option from left hand side menu on custodian portal.
- Select the Event under dropdown option.
- Download sample voting file and enter relevant details as required and upload the same file under upload document option by clicking on “**UPLOAD**”. Confirmation message will be displayed on the screen and also you can check the file status on display (Once vote on a resolution is casted, it cannot be changed subsequently).
- Custodian can “**CHANGE PASSWORD**” or “**VIEW/UPDATE PROFILE**” under “**PROFILE**” option on custodian portal.

### **Helpdesk for queries regarding e-voting:**

<b>Login type</b>	<b>Helpdesk details</b>
Shareholder’s other than individual shareholders holding shares in Demat mode & Physical mode.	In case shareholders/ investor have any queries regarding E-voting, you may refer the Frequently Asked Questions (‘FAQs’) and i-Vote e-Voting module available at <a href="https://ivote.bigshareonline.com">https://ivote.bigshareonline.com</a> , under download section or you can email us to <a href="mailto:ivote@bigshareonline.com">ivote@bigshareonline.com</a> or call us at: 022-62638338



## Annexure to the Notice

### Explanatory Statement Pursuant to Section 102 of the Companies Act, 2013

#### ITEM NO.1

#### **REGULARISATION OF ADDITIONAL DIRECTOR OF MR. ISHAN JAYMINBHAI PARIKH (DIN: 11358690) AS AN INDEPENDENT DIRECTOR OF THE COMPANY.**

Mr. Ishan Jayminbhai Parikh (DIN: 11358690) has been appointed as an Additional Director (Non-Executive - Independent) on the Board of the Company with effect from November 26, 2025 pursuant to Section 149, 150, 152 read with Schedule IV and Section 161(1) read with the Companies (Appointment and Qualification of Directors) Rules, 2014 and other applicable provisions thereof. In terms of the provisions of Section 161 of the Companies Act, 2013, he holds office up to Next General Meeting. However, in terms of Regulation 17(1C) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), a listed entity shall ensure that the approval of the shareholders for the appointment of a person on the Board of Directors is taken at the next general meeting or within a time period of three months from the date of appointment, whichever is earlier.

The Company has received a consent Mr. Ishan Jayminbhai Parikh (DIN: 11358690) in writing to act as Independent Director in form DIR-2 pursuant to Rule 8 of Companies (Appointment and Qualification of Directors) Rules, 2014 and intimation in Form DIR-8 in terms of Companies (Appointment and Qualification of Directors) Rules, 2014 to the effect that he is not disqualified under sub-section (2) of Section 164 of the Companies Act, 2013.

Mr. Ishan Jayminbhai Parikh (DIN: 11358690) satisfies all the conditions set out in Schedule V to the Companies Act, 2013 as also conditions set out under subsection (6) of Section 149 of the Companies Act, 2013 for being eligible for his appointment. He is not disqualified from being appointed as Director in terms of Section 164 of the Act. His name has been included in the databank of Indian Institute of Corporate Affairs, as per rule 6 of The Companies (Appointment and Qualifications of Directors) Rules, 2014.

The Board recommends to pass the said resolution as a Special Resolution.

Pursuant to Section 102 of the Companies Act, 2013, The Board of Directors of the Company do hereby confirm that none of its Director or Key Managerial Personnel and their immediate relatives are concerned or interested, financially or otherwise, in the aforesaid resolution.

Further, as stipulated under Secretarial Standard-2, brief profile Mr. Ishan Jayminbhai Parikh (DIN: 11358690) below in Table:

**AS REGARDS REGULARISATION OF ADDITIONAL DIRECTOR AS PER ITEM 1 OF THE NOTICE FOLLOWING DISCLOSURE ARE MADE PURSUANT TO THE SECRETARIAL STANDARD ON GENERAL MEETINGS (“SS-2”), ISSUED BY THE INSTITUTE OF COMPANY SECRETARIES OF INDIA:**

Name	Mr. Ishan Jayminbhai Parikh
DIN	(DIN: 11358690)
Date of Birth & Age	10/06/1988 37 years
Nationality	Indian
Qualifications	Mr. Ishan Jayminbhai Parikh (DIN: 11358690) is a Chartered Accountant and has completed Bachelor of Law and Bachelor of Commerce.
Experience	Mr. Ishan Jayminbhai Parikh (DIN: 11358690) is a Chartered Accountant and has completed Bachelor of Law and Bachelor of Commerce. He has more than 17 years of experience and knowledge in the field of finance, corporate governance and strategic planning.
Terms and Conditions of appointment	Appointed as an Independent Director by Board of Directors in the Meeting held on November 26, 2025 subject to approval of Shareholders.  Term of Appointment: Five years from the date of appointment i.e. November 26, 2025 to November 25, 2030
Details of remuneration	No remuneration except the sitting fees and Commission as permitted under the Companies Act, 2013.
Date of first appointment	November 26, 2025
Number of Meetings of the Board attended during the year	2
Shareholding in the Company	20000
Relationship with other director/Manager and other KMP	Mr. Ishan Jayminbhai Parikh (DIN: 11358690) is not related to any Director/Manager and Other KMP of the Company.
Directorships of other Board	NIL



Other Membership/ Chairmanship  
of Committees of other Boards

NIL

## ITEM NO.2 & 3

### REAPPOINTMENT OF MR. RAJESH DHIRUBHAI GONDALIYA (DIN: 03454540) AS A MANAGING DIRECTOR & CHAIRMAN AND FIX HIS REMUNERATION

Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540), aged 53 years, is a Promoter of the Company and has been associated with the Company since its incorporation and he is existing Managing Director & Chairman of the Company and is eligible for re-appointment and as Managing Director & Chairman of the Company for a further period of three (3) years with effect from March 18, 2026 to March 17, 2029.

On the recommendation of Nomination and Remuneration of Committee, The Board of Directors of the Company, at its meeting held on February 14, 2026 subject to the approval of the Members, has approved the re-appointment and remuneration payable upto Rs. 2,40,00,000/- (Rupees Two Crore Forty Lakh only) per annum to Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) as Managing Director & Chairman of the Company, for a further period of three (3) years commencing from March 18, 2026. He is not disqualified from being reappointed as a Managing Director in terms of the provisions of the Companies Act, 2013.

The Board of Directors is of the view that Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) with 24+ years of experience, has steadfastly led Kaka Industries Ltd to achieve record production levels while maintaining core values. His commitment to growth and stability in dynamic market conditions has solidified KAKA as a prominent brand in the PVC & UPVC industry. His leadership has been marked by a strong commitment to both growth & stability, effectively navigating through various market fluctuations & challenges. Through strategic vision & tactical management, Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) has created a phenomenal growth path for the distinct manufacturing & distribution operations of exceptional PVC, uPVC, & WPC solutions for domestic & commercial applications and his re appointment is in the best interest of the Company and accordingly recommends the resolution set out at Item No. 2 of this Notice for approval of the Members by way of Special Resolution.

The Nomination and Remuneration Committee of the Board of Directors, at its meeting held on February 14, 2026 carried out the evaluation of the performance of individual directors, the Board, and its Committees for the year under review in accordance with the provisions of Section 178(2) of the Companies Act, 2013, using appropriate evaluation criteria. Based



on the evaluation, the overall performance rating of Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) was found to be "Outstanding", and the Committee accordingly recommended his re-appointment as Managing Director & Chairman of the Company.

The Board may, during his tenure as the Managing Director, revise the remuneration payable to him in such manner as may be mutually agreed between the Board and the said Managing Director, subject to the condition that the total remuneration by way of salary shall not exceed the limits approved by the Members and as prescribed under the Companies Act, 2013 and the rules made thereunder, as amended from time to time.

In the event of absence or inadequacy of profits in any financial year during the tenure, the Managing Director & Chairman shall be paid remuneration in accordance with Section II of Part II of Schedule V to the Companies Act, 2013 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), subject to a maximum limit of Rs. 2,40,00,000/- (Rupees Two Crore Forty Lakh only) per annum.

## BROAD PARTICULARS OF THE TERMS OF REAPPOINTMENT AND REMUNERATION TO MR. RAJESH DHIRUBHAI GONDALIYA (DIN: 03454540)

### [A] BRIEF PROFILE:

Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) is aged about 53 years. He was in the industry of plastic and allied products since year 2000. He has been performed many duties and role in our Company like Designing, Production, Marketing, Technical aspects of all products.

Motivated by constant passion to excel and provide the best result in growth of our company and also one stop solutions in all decision of Board, Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) along with other board of directors doing well for the progress of our company and he has been performing various roles and responsibilities in the management decision, financial planning, financial execution of project and various other roles as may be determined by the Board of Directors from time to time.

### [B] SALARY:

(1) Salary upto 2,40,00,000/- per annum (Rupees Two Crore Fourty Lakhs only) with effect from March 18, 2026.

### [C] OTHER TERMS & CONDITIONS:



The appointment may be terminated earlier, without any cause, by either Party by giving to the other Party 1 (one) month notice of such termination or the Company paying 1 (one) month remuneration which shall be limited to provision of Salary (paid at the discretion of the Board), in lieu of such notice.

No sitting fees shall be paid to him for attending the Meetings of Board or any Committee thereof.

The Company has received consent from Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) confirming that he eligible for reappointment as a Managing Director and complied with the provision of schedule V of the Companies Act, 2013.

### **REAPPOINTMENT OF MR. BHAVIN RAJESHBHAI GONDALIYA (DIN: 07965097) AS A WHOLE TIME DIRECTOR AND FIX HIS REMUNERATION**

Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097), aged 26 years, is an Existing Director of the Company and eligible for reappointed as a Whole Time Director of the Company for a period of 3 (Three) years with effect from March 18, 2026 to March 17, 2029.

On the recommendation of Nomination and Remuneration of Committee, The Board of Directors of the Company, at its meeting held on February 14, 2026 subject to the approval of the Members, has approved the re-appointment and remuneration payable upto Rs.

2,40,00,000/- (Rupees Two Crore Forty Lakh only) per annum to Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097), as a Whole Time Director of the Company, for a further period of 3 (Three) years. He is not disqualified from being reappointed as a Director of the Company.

The Board is of the view that Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097), is the youngest yet potentially prominent representative of the Kaka Industries Limited and is dedicated to the companys' growth. He has hands-on experience on the factory floor and complete knowledge of the production processes. With a background in commerce, he has made his fair share of contributions to cost minimization and revenue enhancement and his re appointment is in the best interest of the Company and accordingly recommend the resolution at Item No. 3 of this notice for the approval of Members by way of Special Resolution.

Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) is the Promoters of the Company and has been associated with the company since its Incorporation.



The Nomination and Remuneration Committee of Board of Directors at its meeting held on February 14, 2026 carried out the evaluation of the performance of individual directors (along with Board and its committees for the year under review) using appropriate evaluation tools/forms, in terms of the requirements of Section 178(2) of the Companies Act, 2013. The overall rating for Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) as per the evaluation carried out by the Nomination and Remuneration Committee, was found to be

“Outstanding and the committee also recommended to appoint Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) as a Whole Time Director.

The Board may, revise remuneration during his tenure as the Whole Time Director, in such manner as may be agreed to between the Board and the said Whole Time Director, subject to the condition that, the total remuneration by way of salary shall be within the limits permissible by way of resolution and as per the Companies Act, 2013, as amended from time to time and in force.

In case of absence or inadequacy of profit in any financial year, the said Managing Director will be paid remuneration as per Section II of Part II of Schedule V to the Companies Act, 2013 [including any statutory modification(s) or re-enactment(s) thereof for the time being in force] and within the limit of Rs. 2,40,00,000/- per annum.

## **BROAD PARTICULARS OF THE TERMS OF APPOINTMENT AND REMUNERATION TO MR. BHAVIN RAJESHBHAI GONDALIYA (DIN: 07965097)**

### [A] BRIEF PROFILE:

Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) is aged about 26 years. He was the youngest and passionate entrepreneur in the industry of manufacturing of plastic and allied products. He has been performed many duties and role in our Company like assisting and advising in Budget guidelines, make a strategies to implement and develop the business plan, execution of annual operating plan, operations of the organization.

Motivated by constant passion to excel and provide the best result in growth of our company and also one stop solutions in all decision of Board, Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) along with other board of directors doing well for the progress of our company and he has been performing various roles and responsibilities in the management decision, financial planning, financial execution of project and various other roles as may be determined by the Board of Directors from time to time.



## [B] SALARY:

(1) Salary upto 2,40,00,000/- per annum (Rupees Two Crore Fourty Lakhs only) with effect from March 18, 2026.

## [C] OTHER TERMS & CONDITIONS:

The reappointment may be terminated earlier, without any cause, by either Party by giving to the other Party 1 (one) month notice of such termination or the Company paying 1 (one)

month remuneration which shall be limited to provision of Salary (paid at the discretion of the Board), in lieu of such notice.

No sitting fees shall be paid to him for attending the Meetings of Board or any Committee thereof.

The Company has received consent from Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) confirming that he eligible for reappointment as a Whole Time Director and compiled with the provision of schedule V of the Companies Act, 2013.

## **The following additional information as required under Schedule V of the Companies Act, 2013 is given below:**

### I. General Information:

#### 1. Nature of Industry:

Our company is in the business of Manufacturing of PVC profile, UPVC Doors & Window Profile, WPC Frame & Sheet, PVC Doors, Wall Cladding, Wall Cladding PVC Laminate UPVC Roofing Sheet, WPC Louvers, Charcoal Panels, HVLS Fans, Adhesive & products thereof.

2. Date or expected date of commencement of commercial production: Since 2019.

3. In case of new companies expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus: Not Applicable.

4. Financial Performance based on given indicators as per the Audited Financial Results for the year ended March 31, 2025:

Particulars	Amount in Lakh
<b>Revenue from Operations</b>	<b>19778.34</b>
Other Income	28.12
Profit Before tax and Finance Charges and Depreciation	2635.7
Finance Charges	521.40
Depreciation	363.85
Profit before Taxation	1750.45
<b>Net Profit</b>	<b>1286.28</b>

## 5. Foreign Investments and Collaborations:

The Company has not made any Foreign Investments and neither entered into any collaborations during the last year.

## II. Information about the Appointees:

### 1. Background Details:

- Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) is aged about 53 years. He was in the industry of plastic and allied products since year 2000. He has been performed many duties and role in our Company like Designing, Production, Marketing, Technical aspects of all products.

Motivated by constant passion to excel and provide the best result in growth of our company and also one stop solutions in all decision of Board, Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) along with other board of directors doing well for the progress of our company and he has been performing various roles and responsibilities in the management decision, financial planning, financial execution of project and various other roles as may be determined by the Board of Directors from time to time.

- Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) is aged about 26 years. He was the youngest and passionate entrepreneur in the industry of manufacturing of plastic and allied products. He has been performed many duties and role in our Company like assisting and advising in Budget guidelines, make a strategies to implement and develop the business plan, execution of annual operating plan, operations of the organization.

Motivated by constant passion to excel and provide the best result in growth of our company and also one stop solutions in all decision of Board, Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) along with other board of directors doing well for the progress of our company and he has been performing various roles and responsibilities in the



management decision, financial planning, financial execution of project and various other roles as may be determined by the Board of Directors from time to time.

## 2. Past remuneration:

Financial Year	Nam of Appointees	Designation	Amount in Rupees per Annum
2024-25	Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540)	Managing Director & Chairman	Rs. 90.00 Lakhs
2024-25	Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097)	Whole Time Director	Rs. 90.00 Lakhs

## 3. Recognition and Awards:

Item No.	Nam of Appointees	Designation	Award
1.	Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540)	Managing Director & Chairman	NA
2.	Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097)	Whole Time Director	NA

## 4. Job profile Suitability:

Item No.	Nam of Appointees	Designation	Job profile
1.	Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540)	Managing Director & Chairman	<ul style="list-style-type: none"><li>• Promoting an organization wide culture that reflects organization values, encourages meritocracy through recognizing performance and rewarding achievement.</li><li>• Developing and maintaining relations with other relevant commercial or institutional bodies in the, international development and community health fields and neighboring industries.</li><li>• Mr. Rajesh Dhirubhai Gondaliya will be responsible for the day-to-day management decisions of our company, and for implementing the Company's long and short</li></ul>

CIN: L25209GJ2019PLC108782

Registered Office: 501 & 601, Sahitya Business Park,  
Nr. Sahjanand Business Park, S.P. Ring Road, Nikol, Ahmedabad, Gujarat- 382350  
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			<p>term plans. He is expected to provide the necessary leadership and strategic direction to the management team in achieving the company's short-term profitability and long-term growth objectives, aligned to the vision, mission and core values. His qualifications and experience makes him a suitable person for the said position.</p> <ul style="list-style-type: none"> <li>• Day to Day management decision, financial planning, financial execution of project for effective function of every department through optimization of each resources.</li> <li>• Overseeing company's expansion and growth plans, and evaluate synergies through a detailed due diligence exercise.</li> <li>• To do marketing of our products in India and outside India.</li> <li>• Ensuring representation at several industry forums and promote organizational brand building among various stakeholder groups.</li> <li>• To perform other roles as may be determined by the Board of Directors from time to time.</li> </ul>
2.	Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097)	Whole Time Director	<ul style="list-style-type: none"> <li>• Providing guidance for creation of the annual operating plan for the organization.</li> <li>• Working with the Board to define &amp; execute strategies, to implement and develop the business plan.</li> <li>• Taking care of Books of Accountants.</li> <li>• Advise on proper utilisation of resources and further progress.</li> <li>• Proving information to Board so that they are</li> </ul>



			<p>appropriately informed of the company's financial position.</p> <ul style="list-style-type: none"><li>• Managing company's wide resources within</li><li>• Budget guidelines.</li><li>• Overseeing the operations of the organization and ensure compliance with legal and statutory requirements.</li><li>• To perform other roles as may be determined by the Board of Directors from time to time.</li></ul>
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## 5. Remuneration proposed:

Item No.	Nam of Appointees	Designation	Amount in Rupees per Annam
1.	Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540)	Managing Director & Chairman	Upto 2,40,00,000/-
2.	Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097)	Whole Time Director	Upto 2,40,00,000/-

6. 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 with respect to the country of his origin):

Though direct comparable data could not be obtained, however, as a normal industry trend, the proposed remuneration paid to Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) and Bhavin Rajeshbhai Gondaliya (DIN: 07965097) who is a professional, possessing invaluable and rich knowledge, experience and insights complemented with the vast business experience, is comparable with Executive Directors of other Companies and is in parity with the Industry Standards for such a responsible position.

7. Pecuniary relationship directly or indirectly with the Company or relationship with the managerial personnel:

Besides the remuneration proposed to be paid to Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) and Bhavin Rajeshbhai Gondaliya (DIN: 07965097) also have other pecuniary relationship with the Company or relationships with any other managerial personnel and Directors.



Further, Bhavin Rajeshbhai Gondaliya (DIN: 07965097) is Son of Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) and Mrs. Prabhaben Rajeshbhai Gondaliya(DIN: 06851276).

Also Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) is husband of Mrs. Prabhaben Rajeshbhai Gondaliya (DIN: 06851276) and father of Bhavin Rajeshbhai Gondaliya (DIN: 07965097)

### III. Other Information:

#### - Reasons of loss or inadequate profits:

We are manufacturing a wide range of PVC Section profiles, which are used in various industries, including PVC Doors, Sections, Frames, Kitchen Furniture, PVC Furniture, PVC Partitions, and many more. We believe in utilizing advanced production methods and quality checks to make sure that all our products are delivered on time & in budget.

All our final products undergo rigorous quality tests to make sure that they meet the required safety & performance standards and due to that we are able to offer our superior quality

products and assistance at competitive prices and in our industry with long gestation periods and it takes a considerable amount of time for facilities to breakeven and start generating adequate returns.

Specifically, the inadequacy of profit has been made due to the significant internal as well as external challenges that the Company faces.

Our Company has continuously spending many resources in Innovation of new products which fulfill the requirements of society at large and to perform well our company has invest huge amount in purchasing new plant and machinery for production of new products and it needed high amount of working capital since its incorporation to achieve the growth and consistently performance in the industry further the war in Ukraine and economic sanctions on Russia as well as pandemic situation leads to increase price of raw material for manufacturing of goods and rising wages, supply chain disruption, have also increased the price of manufacturing of goods and it resulted into slow market demand to our product which are the primary reasons for inadequacy of profit.

#### - Steps taken or proposed to be taken for improvement and expected increase in productivity and profits in measurable terms:



The Company has begun to witness signs of recovery, stabilization and growth. There is a steadfast focus on specific actions to reduce costs across functions and businesses and re-organize the existing corporate and organization structure to ensure efficiency across the network and business. Costs in the areas of manpower deployment, Infrastructure and

services and supply chain / procurement are being reviewed to align with industry norms and in order to further improve cash generation; there is a concerted effort on optimizing working capital and unlocking value from certain non-core assets.

The Company will expand in a calibrated manner so as to increase utilization of existing resources and ensure that it has a well-balanced product. This will result in faster profitability as gestation periods will be significantly shorter and involve lesser initial costs.

We are expanding our current manufacturing capacity for producing new products which will be sustainable and scalable in our Industry and which have capacity to increase our sales due to its huge demand in near future and we are also appointed many distribution channels for the same in India and outside India and the Company plans to further bolster the performance of these so as to have them contribute meaningfully to overall performance going forward. Along with a cost focus, plans to increase business from such key facilities are expected to largely be a result of expanding our products to be made available in every part of India.

All these efforts have seen a relative enhancement in performance over the previous period and as they continue to gain momentum; are expected to further lead to a progressively improving profitability for the Company. Over the long term the Company's dedicated focus on the Indian

market and an experienced leadership team should expectedly result in the Company setting industry benchmarks in terms of performance, profitability and stakeholder value.

IV. Disclosures: As the company is unlisted public company the provision for Corporate Governance Report is not applicable regarding details of Managerial Remuneration.

Accordingly, the Directors recommend the matter and the resolution set out under Item no. 2 & 3 for the approval of the Members by way of passing a Special Resolution.

Pursuant to Section 102 of the Companies Act, 2013, The Board of Directors of the Company do hereby confirm that besides, Bhavin Rajeshbhai Gondaliya (DIN: 07965097), Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) and Mrs. Prabhaben Rajeshbhai Gondaliya (DIN:



06851276) none of its Director or Key Managerial Personnel and their immediate relatives are concerned or interested, financially or otherwise, except to their shareholding, in the aforesaid resolution.

**AS REGARDS APPOINTMENT AS PER ITEM 2 AND 3 OF THE NOTICE FOLLOWING DISCLOSURE ARE MADE PURSUANT TO THE SECRETARIAL STANDARD ON GENERAL MEETINGS (“SS-2”), ISSUED BY THE INSTITUTE OF COMPANY SECRETARIES OF INDIA:**

Name	Rajesh Dhirubhai Gondaliya	Bhavin Rajeshbhai Gondaliya
DIN	03454540	07965097
Age	53	26
Qualifications	10 <sup>th</sup> PASS	Master of Business Administration
Date of proposed Appointment on the Board	March 18, 2026	March 18, 2026
Experience (Skills & Capabilities)	Mr. Rajesh Dhirubhai Gondaliya (DIN: 03454540) is aged about 53 years. He was in the industry of plastic and allied products since year 2000. He has been performed many duties and role in our Company like Designing, Production, Marketing, Technical aspects of all products.	Mr. Bhavin Rajeshbhai Gondaliya (DIN: 07965097) is aged about 26 years. He was the youngest and passionate entrepreneur in the industry of manufacturing of plastic and allied products. He has been performed many duties and role in our Company like assisting and advising in Budget guidelines, make a strategies to implement and develop the business plan, execution of annual operating plan, operations of the organization
Date of first appointment on the Board	June 21, 2019	June 21, 2019
Shareholding in the Company as on March 31, 2025	12,80,000 Equity Shares of Rs. 10 each	26,32,000 Equity Shares of Rs. 10 each
Number of Meetings of the Board attended during the year	13	13
Terms and Conditions of Appointment	As determined by the Board of Directors from time to time as well as provided in explanatory	As determined by the Board of Directors from time to time as well as provided in explanatory

CIN: L25209GJ2019PLC108782

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# KAKA INDUSTRIES LIMITED

	statement.	statement.
List of Other Companies in which Directorship held	<ol style="list-style-type: none"><li>1. Pinaxis Hi-Tech Engineering Private Limited- Director</li><li>2. Kaka Engineering Private Limited- Director</li><li>3. Bakelite Engineering Private Limited- Managing Director</li></ol>	<ol style="list-style-type: none"><li>1. Kaka Engineering Private Limited- Director</li></ol>
Other Membership/ Chairmanship of Committees of other Boards	Nil	Nil
Past Remuneration paid for Financial Year 2024-25	Rs. 90 lakhs	Rs. 90 lakhs

**RAJESH  
DHIRUBHAI  
GONDALIYA**

Digitally signed by RAJESH DHIRUBHAI GONDALIYA  
DN: c=IN, o=Personal, title=1708, pseudonym=b1d679204134179ac87988ce06c8891, 2.5.4.20=a579efaf077fd09b5bd1685ef6b70bb7d65f7d3977a4a4ac394c3229a49131, postalCode=382350, st=Gujarat, serialNumber=d217af8a919c0f0e2be61e54cdd871ac6640577c3759109dd166d01303f32c40, cn=RAJESH DHIRUBHAI GONDALIYA  
Date: 2026.02.14 15:21:55 +05'30'