



Neuland Laboratories Limited
11th Floor (5th Office Level),
Phoenix IVY Building,
Plot No.573A-III, Road No.82,
Jubilee Hills, Hyderabad - 500033,
Telangana, India.

Tel: 040 67611600 / 67611700
Email: neuland@neulandlabs.com
www.neulandlabs.com

November 22, 2022

To
BSE Limited
Phiroze Jeejeebhoy Towers, 25th Floor, Dalal
Street, Mumbai - 400 001

The National Stock Exchange of India Ltd
Exchange Plaza,
Bandra Kurla Complex
Bandra (E), Mumbai - 400 001

Scrip Code: 524558

Scrip Code: NEULANDLAB; Series: EQ

Dear Sir/Madam,

Sub: Postal Ballot Notice

Pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), please find enclosed herewith a copy of the postal ballot notice seeking approval of members, through remote e-voting as Special Resolution to approve the appointment of Mr. Prasad Raghava Menon (DIN: 00005078), as an Independent Director in terms of Section 149 of the Companies Act, 2013.

In accordance with the General Circular Nos. 14/2020 and 17/2020 dated April 8, 2020 and April 13, 2020 respectively read with other relevant circulars, including General Circular No. 3/2022 dated May 5, 2022 (collectively referred to as the "MCA Circulars"), the Notice indicating, *inter alia*, the process and manner of remote e-voting, is being sent only through electronic mode to the members whose names appear on the Register of Members / List of Beneficial Owners as on November 18, 2022 ("cut-off date") received from the Depositories and whose e-mail address are registered with the Company / Depositories.

The Company has engaged the services of KFin Technologies Limited ("KFintech") for the purpose of providing remote e-voting facility to all its members. The e-voting period commences on Wednesday, November 23, 2022 (9:00 AM IST) and ends on Thursday, December 22, 2022 (5:00 PM IST).

This Postal Ballot Notice is also be available on the Company's website at www.neulandlabs.com and on the website of KFin Technologies Private Limited, <https://evoting.kfintech.com/>.

This is for your information and records.

Thanking you,

Yours Sincerely,

For Neuland Laboratories Limited

Sarada Bhamidipati
Company Secretary



NEULAND LABORATORIES LIMITED

(CIN: L85195TG1984PLC004393)

Registered Office: 11th Floor (5th Office Level), Phoenix IVY Building, Plot No. 573A-III,
Road No.82, Jubilee Hills, Hyderabad - 500033, Telangana, India.

E-mail: ir@neulandlabs.com, website: www.neulandlabs.com, Tel: +91-40-30211600.

POSTAL BALLOT NOTICE

(Pursuant to Section 110 of the Companies Act, 2013 read with Companies (Management and Administration) Rules, 2014) and the Circulars issued by the Ministry of Corporate Affairs, Government of India)

Dear Member(s),

Notice is hereby given that pursuant to Section 110 of the Companies Act, 2013 (hereinafter referred to as “the Act”) and other applicable provisions, if any, of the Act, read together with Rule 22 of the Companies (Management and Administration) Rules, 2014, (hereinafter referred to as “the Rules”) and other applicable provisions of the Act, rules, circulars and notifications thereunder, as amended from time to time (including any statutory modifications or re-enactment thereof for the time being in force), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (‘SEBI Listing Regulations’) and guidelines prescribed by the Ministry of Corporate Affairs (“MCA”) vide General Circular Nos. 14/2020 and 17/2020 dated April 8, 2020 and April 13, 2020 respectively read with other relevant circulars, including General Circular No. 3/2022 dated May 5, 2022, (collectively referred to as the “MCA Circulars”), the resolution appended below is proposed to be passed as Special Resolution through postal ballot by remote e-voting process (‘remote e-voting’).

The proposed resolution along with the explanatory statement under Section 102 of the Act, forming part of this Notice, stating the material facts and reasons thereof are set out hereafter, for your consideration.

The Board of Directors of the Company (the “Board”) has appointed Mr. D. Hanumanta Raju, or failing him, Ms. Shaik Razia, Partners, Hanumanta Raju & Co., Company Secretaries, as the Scrutinizer for conducting the postal ballot through the remote e-voting process in a fair and transparent manner.

The Company has engaged the services of KFin Technologies Limited (“KFintech”) for the purpose of providing remote e-voting facility to all its members, pursuant to Section 108 of the Act read with Rule 20 of the Rules, as amended, and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (hereinafter referred to as “SEBI Listing Regulations”) and aforementioned MCA Circulars. In accordance with the MCA Circulars, the Notice indicating, *inter alia*, the process and manner of remote e-voting, is being sent only through electronic mode to the members whose names appear on the Register of Members/ List of Beneficial Owners as on Friday, November 18, 2022 (“cut-off date”) received from the

Depositories and whose e-mail address are registered with the Company/ Depositories. Accordingly, the Company is pleased to provide remote e-voting facility to all its members to cast their votes electronically. The detailed instructions for remote e-voting are given in the Notes under the section 'Procedure for e-voting'.

The Scrutinizer will submit his report to the Executive Chairman of the Company, or any person authorized by the Board, after the completion of the scrutiny of the votes cast electronically. The result of the postal ballot through remote e-voting process shall be announced at the Registered Office of the Company. The result along with the Scrutinizer's report will be intimated the Stock Exchanges where the Company's securities are listed and uploaded on the websites of the Company www.neulandlabs.com and displayed at the registered office of the Company.

RESOLUTION THROUGH POSTAL BALLOT

1. To approve the appointment of Mr. Prasad Raghava Menon (DIN: 00005078), as an Independent Director of the Company

To consider and, if thought fit, to give assent/dissent to the following resolution, as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of Sections 149 and 152 read with Schedule IV and other applicable provisions, if any, of the Companies Act, 2013 ("the Act") read with the Companies (Appointment and Qualification of Directors) Rules, 2014, Regulation 17(1A), 17(1C) and 25(2A) and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (including any statutory modification(s), clarification(s), substitution(s) or re-enactment(s) thereof for the time being in force), any other applicable law(s), regulation(s), guideline(s), and the Articles of Association of the Company, Mr. Prasad Raghava Menon (DIN: 00005078), who was appointed as an additional director of the Company, categorised as independent, by the Board of Directors with effect from October 31, 2022, in terms of Section 161 of the Companies Act, 2013 and in respect of whom the Company has received notice in writing under Section 160 of the Companies Act, 2013, from a member proposing him as a director, be and is hereby appointed as an Independent Director of the Company for a term of five consecutive years effective from October 31, 2022 till October 30, 2027 and shall not be liable to retire by rotation."

RESOLVED FURTHER THAT Dr. D. R. Rao, Executive Chairman, Mr. D. Sucheth Rao, Vice Chairman & CEO and Ms. Sarada Bhamidipati, Company Secretary of the Company, be and are hereby authorized severally to comply with all the requirements, including digitally signing and filing of various forms with the Ministry of Corporate Affairs, Government of India, and to do all such acts and things as may be necessary to give effect to the aforesaid resolution."

By Order of the Board of Directors
For Neuland Laboratories Limited

Place: Hyderabad
Date: November 10, 2022

Sd/-
Dr. Davuluri Rama Mohan Rao
Executive Chairman
DIN: 00107737

Notes:

1. The explanatory statement pursuant to Section 102 and any other applicable provisions of the Act, the rules made thereunder, SEBI Listing Regulations and Secretarial Standards on General Meetings (SS2) stating all material facts and the reasons thereof for the proposed resolution, forming part of this Notice, is annexed herewith.
2. In accordance with the MCA Circulars, this Postal Ballot Notice is being sent only by electronic mode to those members whose names appear on the Register of Members / List of Beneficial Owners as on Friday, November 18, 2022 (“cut-off date”) received from the Depositories and whose e-mail address is registered with the Company / Depositories. Physical copies of the Postal Ballot Notice, postal ballot forms and pre-paid business reply envelopes are not being sent to members.
3. Pursuant to Sections 108, 110 and other applicable provisions of the Act and the Rules made thereunder, the MCA Circulars and Regulation 44 of the SEBI Listing Regulations read with SEBI circular on evoting, dated December 9, 2020, SS-2 and any amendments thereto, the Company is providing the facility to the members to exercise their right to vote on the proposed resolution electronically. The Company has engaged the services of KFin Technologies Limited (“KFintech”), the agency to provide remote e-voting facility. Members are requested to read carefully the instructions for remote e-voting that are provided as part of this Postal Ballot Notice before casting their vote.
4. This Postal Ballot Notice will also be available on the Company’s website at www.neulandlabs.com, website of the Stock Exchanges i.e. BSE Limited and National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively, and on the website of KFin Technologies Private Limited, <https://evoting.kfintech.com/>.
5. Members would be able to cast their votes and convey their assent or dissent to the proposed resolution only through the remote e-voting process. Members whose names appear on the Register of Members/List of Beneficial Owners as on cut-off date will be considered for the purpose of remote e-voting.
6. Voting rights of a Member / Beneficial Owner (in case of electronic shareholding) shall be in proportion to his/her/its shareholding in the paid-up equity share capital of the Company as on the cut-off date. Any person who is not a member as on the cut-off date should treat this notice for information purpose only.
7. The e-voting period commences on Wednesday, November 23, 2022 (9:00 AM IST) and ends on Thursday, December 22, 2022 (5:00 PM IST). During this period, members of the Company holding equity shares either in physical form or in dematerialized form, as on the cut-off date i.e. Friday, November 18, 2022 may cast their vote electronically. The e-voting module shall be disabled by KFintech for voting after Thursday, December 22, 2022 (5:00 PM IST). Once the vote on a resolution is cast by a member, he or she will not be allowed to change it subsequently.

8. The resolution, if passed by requisite majority, shall be deemed to have been passed on the last date of e-voting i.e. December 22, 2022.
9. The Scrutinizer will submit his report to the Chairman or a person authorized by him, after the completion of scrutiny, and the result of the voting by postal ballot will be announced on or before December 24, 2022 at the Registered Office of the Company at 11th Floor (5th Office Level), Phoenix IVY Building, Plot No. 573A-III, Road No.82, Jubilee Hills, Hyderabad - 500033, Telangana, India. The result would be displayed at the Registered Office of the Company, intimated to the KFinTech and Stock Exchanges where the Company's securities are listed, and displayed on the Company's website www.neulandlabs.com along with the Scrutinizer's report.
10. The documents, if any, referred to in the statement will be available for inspection at the Registered Office of the Company during working hours on all working days from the date of dispatch of the Notice till December 22, 2022 (5:00 PM IST).

PROCEDURE FOR 'REMOTE E-VOTING':

1. E-VOTING FACILITY:

- i. In compliance with the provisions of Sections 108 and 110 of the Act and Rules 20 and 22 of the Rules, Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") and MCA Circulars, the Company has provided the facility of remote e-voting to all Shareholders, to enable them to cast their votes electronically. The Company has engaged the services of KFin Technologies Limited ("KFinTech") to provide remote e-voting facility to its Shareholders.
- ii. The remote e-voting facility is available at the link - <https://evoting.kfintech.com/>. The e-voting event number (EVEN) and the period of e-voting are set out below:

| EVEN | Commencement of E-voting | End of E-voting |
|-------------|---|--|
| 7084 | 9:00 AM IST Wednesday, November 23, 2022 | 5:00 PM IST Thursday, December 22, 2022 |

E-voting will not be allowed beyond the aforesaid date and time and the e-voting module shall be forthwith disabled by Kfin upon expiry of the aforesaid period.

- iii. The manner of voting by (i) individual shareholders holding shares of the Company in demat mode, (ii) Shareholders other than individuals holding shares of the Company in demat mode, (iii) Shareholders holding shares of the Company in physical mode, and (iv) Shareholders who have not registered their e-mail address, is explained in the instructions given hereinbelow.

THE INSTRUCTIONS FOR SHAREHOLDERS FOR REMOTE E-VOTING ARE AS UNDER:

- I. In case of Individual Shareholders holding securities in demat mode as on the cut-off date may follow steps mentioned below under “Login method for remote e-voting” (Step 1).
- II. In case of Individual Shareholders holding securities in physical mode as of the cut-off date may follow steps mentioned below under “Login method for remote e-voting” (Step 2).
- III. The details of the process and manner for remote e-voting are explained herein below:

Step 1: Access to Depositories e-voting system in case of individual shareholders holding shares in demat mode.

Step 2: Access to KFIN Tech e-voting system in case of shareholders holding shares in physical and non-individual shareholders in demat mode.

Details on Step 1 are mentioned below:

Login method for remote e-voting for Individual shareholders holding securities in demat mode:

| Type of shareholders | Login Method |
|---|---|
| Individual Shareholders holding securities in demat mode with NSDL. | <p>A. User already registered for IDeAS facility:</p> <ol style="list-style-type: none"> 1. Visit the e-Services website of NSDL viz. https://eservices.nsdl.com either on a personal computer or on a mobile. 2. On the e-Services home page click on the “Beneficial Owner” icon under “Login” which is available under ‘IdeAS’ section 3. A new screen will open. You will now have to enter your existing User ID and Password. After successful authentication, you will be able to see e-voting services. 4. Click on “Access to e-voting” under e-voting services and you will be able to see e-voting page. 5. Click on company name or e-voting service provider and you will be re-directed to e-voting service provider website for casting the vote during the remote e-voting period. <p>B. User not registered for IDeAS e-Services:</p> <ol style="list-style-type: none"> 1. Option to register is available at https://eservices.nsdl.com. 2. Select “Register Online for IDeAS Portal” or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp 3. Please follow steps given in points 1-5 above |

| | |
|---|--|
| | <p>C. Alternatively by directly accessing the e-voting website of NSDL</p> <ol style="list-style-type: none"> 1. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a personal computer or on a mobile. 2. Once the home page of e-voting system is launched, click on the icon “Login” which is available under ‘Shareholder/Member’ section. 3. 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. 4. After successful authentication, you will be requested to select the name of the company and the e-voting Service Provider name, i.e., KFintech. 5. On successful selection, you will be redirected to KFintech e-voting page for casting your vote during the remote e-voting period. |
| <p>Individual Shareholders holding securities in demat mode with CDSL</p> | <p>A. Existing user who have opted for Easi / Easiest</p> <ol style="list-style-type: none"> 1. Visit URL: https://web.cdslindia.com/myeasi/home/login or URL: www.cdslindia.com 2. Click on New System Myeasi 3. Login with your registered user id and password. 4. The user will see the e-voting Menu. The Menu will have links of ESP i.e., KFintech e-voting portal. 5. Click on e-voting service provider name to cast your vote. <p>B. User not registered for Easi/Easiest</p> <ol style="list-style-type: none"> 1. Option to register is available at https://web.cdslindia.com/myeasi/Registration/EasiRegistration 2. Proceed with completing the required fields. 3. Follow the steps given in point A. <p>C. Alternatively, by directly accessing the e-voting website of CDSL</p> <ol style="list-style-type: none"> 1. Visit URL: www.cdslindia.com 2. Provide your demat Account Number and PAN No. 3. System will authenticate user by sending OTP on registered Mobile & Email as recorded in the demat Account. 4. After successful authentication, user will be provided links for the respective ESP, i.e. KFIN Technologies where the e-Voting is in progress. |
| <p>Individual Shareholders (holding securities in demat mode) login through their depository participants</p> | <ol style="list-style-type: none"> 1. You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-voting facility. 2. Upon logging in, you will be able to see e-voting option. Click on e-voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-voting feature. 3. Click on options available against company name or e-voting service provider - KFintech and you will be redirected to e-voting website of KFintech for casting your vote during the remote e-voting period without any further authentication. |

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forgot User ID and Forgot 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. NSDL and CDSL are as under:

| Login Type | Helpdesk details |
|--|---|
| Individual Shareholders holding securities in demat mode with NSDL | Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at toll free no.: 1800 1020 990 and 1800 22 44 30 |
| Individual Shareholders holding securities in demat mode with CDSL | Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cDSLindia.com or contact at 022- 23058738 or 022-23058542-43 |

Details on Step 2 are mentioned below:

Login method for e-voting for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode:

- A. Launch internet browser by typing the URL: <https://evoting.kfintech.com/>
- B. Enter the login credentials, i.e., user id and password mentioned below in this communication. Your Folio No / DP ID / Client ID will be your user ID.
- C. After entering the details appropriately, click on LOGIN.
- D. You will reach the password change menu, wherein you are required to change your password mandatorily. The new password shall comprise of minimum 8 characters with at least one upper case (A-Z), one lower case (a-z), one numeric value (0-9) and a special character. The system will prompt you to change your password and update any contact details like mobile, e-mail etc. on the first login. You may also enter the secret question and answer of your choice to retrieve your password if you forget it. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential.
- E. You need to login again with the new credentials.
- F. On successful login, the system will prompt you to select the EVENT, i.e., Neuland Laboratoriiies Limited “Postal Ballot” and click on “Submit”.
- G. On the voting page, enter the number of shares as on the cut-off date, November 18, 2022, under FOR / AGAINST; alternatively, you may enter partially any number in FOR and partially in AGAINST, but the total number in FOR /AGAINST taken together should not exceed the total shareholding.

- H. Shareholders holding multiple folios / demat account shall undertake the voting process separately for each folio / demat account.
- I. Cast your vote by selecting an appropriate option and click on SUBMIT. 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. During the voting period, shareholders can login any number of times till they have voted on the resolution.
- J. Corporate/Institutional Shareholders (Corporate/FIs/FILs/Trust/Mutual Funds/Banks etc.,) are required to e-mail scan (PDF format) of the relevant Board Resolution to the Scrutinizer at dhr300@gmail.com with a copy marked to evoting@kfintech.com .
- K. Once the shareholder casts a vote on the resolution, he shall not be allowed to change it subsequently.
- L. The portal will be open for remote e-voting from 9.00 a.m. (IST) on Wednesday, November 23, 2022 and ends at 5.00 p.m. (IST) on Thursday, December 22, 2022.
- M. In case of any queries, you may contact KFin Technologies Limited at Tel No. 1800 309 4001 (toll-free).
- N. The voting rights of the Shareholders shall be in proportion to their share of the paid up equity share capital of the Company as on the cut-off date i.e., November 18, 2022.
- O. It is strongly recommended not to share your password with any other person and take utmost care to keep it confidential. Neither the Company nor the Scrutinizer will be responsible for any consequences of you having shared or disclosed the password (whether original or changed) with or to any person, including your inability to access the e-voting platform thereafter or even cast your vote.

Other instructions:

- A. It is clarified that for permanent registration of e-mail address, the Shareholders are however requested to register their e-mail address, in respect of electronic holdings with the Depository through the concerned Depository Participants and in respect of physical holdings with the Company's Registrar and Share Transfer Agent, KFin Technologies Limited, Selenium Tower B, Plot No. 31 & 32, Gachibowli, Financial District, Hyderabad - 500 032, by following due procedure.
- B. Those Shareholders who have already registered their e-mail address are requested to keep their e-mail addresses validated with their Depository Participants / the Company's Registrar and Share Transfer Agent, KFin Technologies Limited to enable servicing of notices/ documents/ Annual Reports electronically to their e-mail address.

- C. In case of any query/ grievance pertaining to remote e-voting, please visit Help & FAQ section of <https://evoting.kfintech.com/> or contact Mr. Mohammed Shanoor, Corporate Registry at KFin Technologies Limited, Unit: Neuland Laboratories Limited, Selenium Tower B, Plot No. 31 & 32, Gachibowli, Financial District, Hyderabad-00032, e-mail: einward.ris@kfintech.com, Contact No.: 040-67162222 & Toll-free No. 1800 309 4001.
- D. You can also update your mobile number and e-mail ID in the user profile details of the folio which may be used for sending future communication(s).
- E. The Scrutinizer shall within a period of two working days from the conclusion of the e-voting period unblock the votes and make the scrutinizer's report of the votes cast in favour or against, if any, forthwith to the Chairperson or any Director of the Company.
- F. The results shall be declared at the registered office of the company and along with the Scrutinizer's Report(s) will be placed on the website of the Company www.neulandlabs.com

Explanatory Statement Pursuant to Section 102 of the Companies Act, 2013 including brief details of Mr. Prasad Raghava Menon pursuant to Regulation 36(3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standard - 2 are as under

Item No.1

To approve the appointment of Mr. Prasad Raghava Menon (DIN: 00005078), as an Independent Director of the Company

The Board of Directors (“Board”), on the recommendation of the Nomination and Remuneration Committee (“NRC”), had approved the appointment of Mr. Prasad Raghava Menon (DIN: 00005078) as an Additional Director of the Company categorised as Independent Director, with effect from October 31, 2022, pursuant to Sections 149, 152 and 161 of the Companies Act, 2013 (“the Act”), for a five year term, subject to approval of the Members.

The NRC considered criteria such as balance of skills, knowledge and experience required on the Board and after evaluating the expertise, integrity, skills, experience, knowledge of Mr. Menon, the NRC made its affirmative recommendations to the Board for his appointment as an Independent Director on the Board of the Company.

Considering the rich experience and vast knowledge that Mr. Menon possesses as a renowned business leader, and his expertise and competencies in the areas of manufacturing, strategy, finance, corporate governance, safety and management, being in line with the requisite skill set identified by the Board, your Board of Directors is of the view that the association with Mr. Menon would be of immense benefit to the Company.

Pursuant to Regulation 17(1C) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (‘SEBI Listing Regulations’), with effect from January 1, 2022, every listed entity shall ensure that approval of shareholders for 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. Further in terms of, Regulation 25(2A) read with Regulation 17(1A) of the Listing Regulation, the appointment of non-executive director and who has attained the age of 75 years, shall be subject to the approval of shareholders by way of a special resolution.

In view of the above, the Company is seeking the approval of its members for appointment of Mr. Menon, as an Independent Director on the Board of the Company for a term of five consecutive years effective from October 31, 2022 to October 30, 2027.

The Company has received a Notice from a Member in writing under Section 160(1) of the Act proposing his candidature for the office of Director. The Company has also received from Mr. Menon (i) consent in writing to act as Director in Form DIR-2 pursuant to Rule 8 of the Companies (Appointment & Qualification of Directors) Rules, 2014, (ii) intimation in Form DIR-8 in terms of the Companies (Appointment & Qualification of Directors) Rules, 2014, to the effect that he

is not disqualified to act as Director under Section 164(2) of the Act and (iii) a declaration to the effect that he meets the criteria of independence as provided under Section 149(6) of the Act and Rules framed thereunder and Regulation 16(1)(b) of the SEBI Listing Regulations (iv) declaration that he is not debarred or restrained from acting as a Director by any SEBI order or any other such authority.

In terms of Sections 149, 152 and Schedule IV of the Companies Act, 2013, and other applicable provisions, if any, of the Act, the Board is of the opinion that Mr. Menon, fulfils the conditions for his appointment as an Independent Director as specified in the Companies Act, 2013 and the SEBI Listing Regulations and is independent of the management.

The terms and conditions of appointment of Mr. Menon as an Independent Director would be made available for inspection to the Members on sending a request along with their DP/Client ID or Folio No. from their registered e-mail address to the Company at ir@neulandlabs.com.

Post his appointment effective October 31, 2022, one Board meeting was held on November 10, 2022, which was attended by Mr. Menon. Mr. Menon does not hold any shares in the Company. As on the date of this Notice, Mr. Menon is entitled to sitting fee of Rs. 50,000/-. Further, Mr. Menon is eligible for-profit related commission, as may be approved by the Board, based on the recommendation of the NRC.

Except Mr. Prasad Raghava Menon and his relatives, none of the other directors or Key Managerial Personnel of the Company and their relatives are concerned or interested, financially or otherwise, in the resolution set out in this postal Ballot Notice.

The NRC and the Board recommend the resolution set out herein the Notice for approval of the members.

Profile of Mr. Prasad Raghava Menon

Mr. Prasad Raghava Menon, aged 76 years, is a chemical engineer from the Indian Institute of Technology (IIT), Kharagpur, India. Mr. Menon has over 41 years of diverse experience in some of the premier multinational and Indian companies in the chemical and power industry.

After a 20 years stint with chemical giant ICI, Mr. Menon went on to become Director- Technical, at Nagarjuna Fertilizers and Chemicals Limited, where he oversaw the construction and commissioning of the Company's urea fertilizer project in Kakinada.

In the year 2000, he took over as Managing Director of Tata Chemicals and in the year 2006, he stepped outside the chemicals field to become the Managing Director of Tata Power, from where he eventually retired in January 2011. After retirement from executive role, Mr. Menon continued to be a Director on various Tata Boards such as Tata Chemicals, Tata Projects (Chairman), Vistara (Chairman), Tata Consulting Engineers (Chairman), Tata Quality Mngt Services (Chairman), Group Sustainability and Safety Council (Chairman) till 2016. He has also served on various Boards as Independent Director - Axis Bank, Dr. Reddy's Laboratories Limited, SKF India, Sanmar Group, Singapore Tourism Board, Grantham Research Centre for Climate Change London, TERI.

As on the date, Mr. Prasad Raghava Menon is an independent director on the Boards of Data Patterns (India) Limited and Chemplast Sanmar. He has not resigned from any listed Company in the past three years. His committee memberships/chairmanships in other companies are as under:

| | | |
|--------------------------------------|-------------------------------------|-------------|
| Data Patterns (India) Limited | Nomination & Remuneration Committee | Chairperson |
| | Audit Committee | Member |
| Chemplast Sanmar Limited | Audit Committee | Member |

Mr. Menon is also on the Boards of Wildlife Trust of India (Chairman), Centre for Environment Education, and Kaivalyadham Yoga Institute.

By Order of the Board of Directors
For Neuland Laboratories Limited

Place: Hyderabad
Date: November 10, 2022

Sd/-
Dr. Davuluri Rama Mohan Rao
Executive Chairman
DIN: 00107737