

February 27, 2024

Ref. No.: **AIL/SE/105/2023-24**

To,

**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai-400001, MH.

**National Stock Exchange of India Limited**  
Exchange Plaza,  
Bandra Kurla Complex, Bandra (E),  
Mumbai-400051, MH.

Scrip Code: **543534**

Symbol: **AETHER**

Dear Madam / Sir,

**Subject: Appointment of Chief Technology Officer**

In accordance with Regulation 30 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, as amended, this is to inform you that upon recommendation of the Nomination & Remuneration Committee, the Board of Directors of the Company at their Meeting held on Tuesday, February 27, 2024, has approved the appointment of Dr. James (Jim) W. Ringer as Chief Technology Officer (CTO) of the Company with effect from the opening business hours of March 1, 2024.

Detailed information in this matter is enclosed herewith.

We request you to kindly take above information on your records.

Thanking you.

**For Aether Industries Limited**



**Chitrarth Rajan Parghi**  
Company Secretary & Compliance Officer  
Mem. No.: F12563



Encl.: As annexed

**Annexure:**

<b>Particulars</b>	Appointment of Dr. James (Jim) W. Ringer as Chief Technology Officer (CTO)
<b>Reason for change</b>	Appointment of Key Managerial Personnel
<b>Date of appointment</b>	From the opening business hours of March 1, 2024
<b>Brief Profile</b>	<p>Dr. James (Jim) W. Ringer is a dynamic leader recognized for creating innovation and personnel strategies. Demonstrated ability to generate significant value through building exceptional teamwork and organizational culture with strong personnel development, technical excellence, and project portfolio.</p> <p>Dr. Ringer has already been working with Aether for the last 3 years as Business Development / Technology Leader (Americas). Previously, Dr. Ringer had a career spanning more than 30 years in R&amp;D at the Dow Chemical Company (USA). He joined Dow in 1988, where he worked on the process development of new products for Dow AgroSciences from 1989 until 2001. Subsequent roles at Dow included Dow AgroSciences New Products Development Leader (2002), Process Sciences Leader (2002), Senior Technical Leader for Process Sciences (2004), and Director of Process Chemistry &amp; Development (2010). For 2011-2018, he was the Director of Engineering &amp; Process Science for the Dow Core R&amp;D organization, where his teams were responsible for the development and implementation of technology for numerous business areas spanning electronic, agricultural, pharmaceutical, polymers, specialty chemicals as well as hydrocarbon feedstocks. During this tenure, his organization generated a 10x return on the R&amp;D investment (&gt; \$ 100 MM per year). As part of the Dow - DuPont merger and spinoff, he became the Process Development and BioProcessing &amp; BioEngineering Leader for Corteva AgriScience. Dr. Ringer is a co-inventor on 22 USA patents granted globally.</p> <p>He graduated from Purdue University (B.S. Chemistry, USA) and University of Wisconsin (Ph.D. Organic Chemistry, USA).</p>