



# TEMBO GLOBAL INDUSTRIES LIMITED

[ FORMERLY KNOWN AS - SAKETH EXIM LTD. ]

Regd. Off.: Plot No. PAP - D 146 - 147, Turbhe MIDC, TTC Industrial Area, Opp. Balmer Lawrie Van Leer Co. Turbhe, Navi Mumbai - 400 705, Maharashtra - INDIA. Tel.: +91 - 022 - 27620641 / 27620642 / 27620643. Fax: +91 - 022-27620623. GST No.- 27AAPCS4498C1ZV CIN - L29253MH2010PLC204331 Email: info@sakethexim.com / info@tembousa.us Web: www.sakethexim.com / www.tembousa.us

To,  
National Stock Exchange of India Ltd.  
Exchange Plaza, C-1, Block G,  
Bandra Kurla Complex,  
Bandra (E)  
Mumbai – 400 051

Date: 25/06/2022

Dear Sir/Madam,

**Sub: Notice of 2<sup>nd</sup> Extra Ordinary General Meeting of the Company.**

Pursuant to Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements Regulations, 2015, this is to inform you that the Extra Ordinary General Meeting of the Shareholders of the Company will be held on Monday, 18<sup>th</sup> July, 2022 at 11:00 a.m. at the registered office of the Company to transact the business as mentioned in the notice of the meeting, attached herewith.

Kindly find the same and take on your records.

Thanking you,

Yours faithfully,  
For Tembo Global Industries Limited



Sanjay Jashbhai Patel  
DIN-01958033  
Managing Director  
Date: 25/06/2022  
Place: Mumbai



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## NOTICE OF 02<sup>nd</sup> EXTRA ORDINARY GENERAL MEETING

NOTICE is hereby given that the 02<sup>nd</sup> Extra Ordinary General Meeting of the members of Tembo Global Industries Limited will be held on Monday, the 18<sup>th</sup> day of July 2022 at 11:00 a.m. at the Registered office Plot No- PAP D- 146/ 147, TTC MIDC, Turbhe ,Navi Mumbai-400705 , Maharashtra to transact the following business:

### ORDINARY BUSINESS

1. To approve the increase in remuneration of Mr. Shabbir Huseni Merchant Chief Financial Officer of the company w.e.f 01<sup>st</sup> April, 2022. To consider and if thought fit, to pass, with or without modification(s), the following resolution as Ordinary Resolution:

RESOLVED THAT consent of the members be and is hereby accorded for revising the terms of remuneration payable to Mr. Shabbir Huseni Merchant, as may be fixed by the Board from time to time on recommendation of the Nomination and Remuneration Committee, including the remuneration to be paid in the event of loss or inadequacy of profits in any financial year such that the remuneration payable to him shall not exceed Rs. 42,00,000 (Rupees Fourty Two Lakhs Only) per year with effect from 01<sup>st</sup> April, 2022, on the terms and conditions, as mutually decided, with liberty to the Directors / Nomination and Remuneration Committee and Board of Directors in its meeting held on June 25, 2022 to alter and vary the terms and conditions of the said appointment in such manner as may be agreed between the Directors and Mr. Shabbir Huseni Merchant, such variation or increase in the aforesaid remuneration may be beyond the permissible limits as under the relevant provisions of Section 196, 197 of the Companies Act, 2013 pursuant to notification issued by Ministry of Corporate Affairs (MCA) dated 12 September 2018.

RESOLVED FURTHER THAT the Board of Directors of the Company (including its Committee thereof) and / or Company Secretary of the Company, be and are hereby authorised to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient to give effect to this resolution.”

### SPECIAL BUSINESS

2. To approve the re-appointment and remuneration payable to Mr. Sanjay Jashbhai Patel as a Managing director of the company. To consider and if thought fit, to pass, with or without modification(s), the following resolution as Special Resolution:

“RESOLVED THAT pursuant to the provisions of Sections , 196, 197 and 203 read with Schedule V and Article of Association of the Company as amended from time to time and all other applicable provisions of the Companies Act 2013 and the Companies (Appointment & Remuneration of Managerial Personnel) Rules, 2014 (Including any statutory modification or re-enactment(s) thereof for the time being in force), the consent of the members/shareholders of the Company be and is hereby accorded to approve the re-appointment of Mr. Sanjay Jashbhai Patel (DIN: 01958033) as a Managing Director of the Company, for a period of five years with effect from 18<sup>th</sup> July, 2022, to 17<sup>th</sup> July, 2027 .

RESOLVED FURTHER THAT consent of the members be and is hereby accorded for revising the terms of remuneration payable to Mr. Sanjay Jashbhai Patel, as may be fixed by the Board from time to time on



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recommendation of the Nomination and Remuneration Committee, including the remuneration to be paid in the event of loss or inadequacy of profits in any financial year such that the remuneration payable to him shall not exceed Rs. 1,20,00,000 (Rupees One Crore Twenty Lakhs Only) per year with effect from 01<sup>st</sup> April, 2022 for a period of 5 (Five) years, on the terms and conditions, as set out in the Explanatory Statement annexed to the Notice convening this meeting, with liberty to the Directors / Nomination and Remuneration Committee and Board of Directors in its meeting held on June 25, 2022 to alter and vary the terms and conditions of the said appointment in such manner as may be agreed between the Directors and Mr. Sanjay Jashbhai Patel, such variation or increase in the aforesaid remuneration may be beyond the permissible limits as under the relevant provisions of Section 196, 197 of the Companies Act, 2013 pursuant to notification issued by Ministry of Corporate Affairs (MCA) dated 12 September 2018.

RESOLVED FURTHER THAT the Ministry of Corporate Affairs (MCA) through its notification dated 12 September 2018 under notified provisions of the Companies (Amendment) Act, 2017 (Amendment Act, 2017) and amended schedule V of Companies Act, 2013. Respectively to the same, the Central Government amends Schedule V of Companies Act, 2013 vide Notification dated 12th September, 2018 and amends Part I and Part II related to conditions to be fulfilled for the Appointments and Remuneration of a Managing or Whole-time director or a Manager without the approval of the Central Government but by the approval of members in the general meeting via special resolution

RESOLVED FURTHER THAT in the event, the Company has no profits or its profits are inadequate during the aforesaid tenure, the managerial remuneration aforesaid consisting of salary, perquisites, allowance, amenities and performance based incentive shall be paid to Mr. Sanjay Jashbhai Patel, Managing Director as the minimum remuneration as per applicable provisions of the Companies Act, 2013.

RESOLVED FURTHER THAT the Board of Directors of the Company (including its Committee thereof) and / or Company Secretary of the Company, be and are hereby authorised to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient to give effect to this resolution.”

3. To approve the re-appointment of Mr. Jehan Darayus Variava, (DIN: 07825744) as an Independent Director of the Company for a second term of five consecutive years and in this connection, if thought fit, to pass, with or without modification(s), the following resolution as a Special Resolution:

Re-Appointment of Mr. Jehan Darayus Variava as a Independent Non-Executive director- Chairman of the company.

“RESOLVED THAT pursuant to the provisions of Sections 149(10), 150 and 152 of the Companies Act, 2013 read with Schedule IV of the Companies Act, 2013 and the Companies (Amendment) Act, 2017 (‘Act’) read with the Companies (Appointment and Qualifications of Directors) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force) and on the basis the recommendation of the Nomination and Remuneration Committee and the Board of Directors, Mr. Jehan Darayus Variava (DIN: 07825744), Independent Director of the Company who has submitted a declaration that he meets the criteria for independence as provided in Section 149(6) of the Companies Act, 2013 and who is eligible for re-appointment, be and is hereby re-appointed as an Independent Director on the Board of the Company, not liable to retire by rotation for a second term of five consecutive years commencing from September 30, 2022 till September 29, 2027;



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RESOLVED FURTHER THAT the Company Secretary of the Company, be and are hereby authorized to take this agenda to the Board of Directors and the Shareholders for seeking their approval and to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient to give effect to this resolution.”

4. To approve the re-appointment of Mr. Jasbir Singh Jaswant Singh Anand, (DIN: 08017248) as an Independent Director of the Company for a second term of five consecutive years and in this connection, if thought fit, to pass, with or without modification(s), the following resolution as a Special Resolution:

Re-Appointment of Mr. Jasbir Singh Jaswant Singh Anand, as a Independent Non-Executive director of the company.

“RESOLVED THAT pursuant to the provisions of Sections 196, 149(10), 150 and 152 of the Companies Act, 2013 read with Schedule IV of the Companies Act, 2013 and the Companies (Amendment) Act, 2017 (‘Act’) read with the Companies (Appointment and Qualifications of Directors) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force) and on the basis the recommendation of the Nomination and Remuneration Committee and the Board of Directors, Mr. Jasbir Singh Jaswant Singh Anand, (DIN: 08017248), Independent Director of the Company who has submitted a declaration that he meets the criteria for independence as provided in Section 149(6) of the Companies Act, 2013 and who is eligible for re-appointment, be and is hereby re-appointed as an Independent Director on the Board of the Company, not liable to retire by rotation for a second term of five consecutive years commencing from September 30, 2022 till September 29, 2027;

RESOLVED FURTHER THAT the Company Secretary of the Company, be and are hereby authorized to take this agenda to the Board of Directors and the Shareholders for seeking their approval and to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient to give effect to this resolution.”

5. To approve the increase in remuneration of Ms. Fatema Shabbir Kachwala Din (06982324) being whole time director of the company. To consider and if thought fit, to pass, with or without modification(s), the following resolution as Special Resolution:

“RESOLVED THAT Pursuant to the provisions of Section 197 read with Part I and Section I of Part II of Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (including any statutory modification or re-enactment thereof), applicable clauses of the Articles of Association of the Company and recommendation of the Nomination and Remuneration Committee and Audit Committee, approval of the Company be and is hereby accorded for payment of remuneration to Ms. Fatema Shabbir Kachwala Din (06982324) Whole Time Director of the Company, on the terms and conditions including remuneration as mentioned below:

**Basic Salary:** Rs.350,000/- per month w.e.f. April 01, 2022

Free furnished accommodation with gas, electricity, water, furnishing, servants, security, drivers etc.



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Reimbursement of medical expenses incurred in India or abroad including hospitalisation, nursing home and surgical charges for himself and family subject to ceiling of one month salary in a year.

Reimbursements of travelling expenses with family to anywhere in India or abroad as per rules of the Company.

Medi claim Insurance Policy, premium and personal accidents not to exceed Rs. 1,00,000/- per annum

Other benefits like Gratuity, Provident Fund, Leave etc. as applicable to the employees of the Company.

RESOLVED FURTHER THAT consent of the members be and is hereby accorded for revising the terms of remuneration payable to Ms. Fatema Shabbir Kachwala, as may be fixed by the Board from time to time on recommendation of the Nomination and Remuneration Committee, including the remuneration to be paid in the event of loss or inadequacy of profits in any financial year such that the remuneration payable to her shall not exceed Rs. 42,00,000 (Rupees Fourty Two Lakhs Only) per year with effect from 01<sup>st</sup> April, 2022, on the terms and conditions, as set out in the Explanatory Statement annexed to the Notice convening this meeting, with liberty to the Directors / Nomination and Remuneration Committee and Board of Directors in its meeting held on June 25, 2022 to alter and vary the terms and conditions of the said appointment in such manner as may be agreed between the Directors and Ms. Fatema Shabbir Kachwala, such variation or increase in the aforesaid remuneration may be beyond the permissible limits as under the relevant provisions of Section 196, 197 of the Companies Act, 2013 pursuant to notification issued by Ministry of Corporate Affairs (MCA) dated 12 September 2018.

RESOLVED FURTHER THAT the Ministry of Corporate Affairs (MCA) through its notification dated 12 September 2018 under notified provisions of the Companies (Amendment) Act, 2017 (Amendment Act, 2017) and amended schedule V of Companies Act, 2013. Respectively to the same, the Central Government amends Schedule V of Companies Act, 2013 vide Notification dated 12th September, 2018 and amends Part I and Part II related to conditions to be fulfilled for the Appointments and Remuneration of a Managing or Whole-time director or a Manager without the approval of the Central Government but by the approval of members in the general meeting via special resolution

FURTHER RESOLVED THAT, Board of Directors of the Company be and is hereby authorised severally to do all such acts, deeds, matters and things as may be considered necessary or desirable to give effect to this resolution and matters incidental thereto.”

6. To increase the overall managerial remuneration of the Directors of the company. To consider and if thought fit, to pass, with or without modification(s), the following resolution as Special Resolution:

"RESOLVED THAT in accordance with the provisions of Section 197 of the Companies Act, 2013 as amended by the Companies (Amendment) Act, 2017, read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 and the rules made there under (including any statutory modification(s) or re-enactment thereof for the time being in force) and pursuant to the recommendation of Nomination and Remuneration Committee, approval of the members of the Company be and is hereby accorded to increase the overall limit of



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managerial remuneration payable beyond specified limits under Section 197 of Companies Act 2013 in respect of any financial year as per notification issued by Ministry of Corporate Affairs (MCA) dated 12 September 2018 under notified provisions of the Companies (Amendment) Act, 2017 (Amendment Act, 2017) and amended schedule V of Companies Act, 2013 thereby Part I and Part II related to conditions to be fulfilled for the Appointments and Remuneration of a Managing or Whole-time director or a Manager without the approval of the Central Government but by the approval of members in the general meeting via special resolution .

RESOLVED FURTHER THAT where in any Financial Year, the Company has no profits or profits are inadequate, the overall managerial remuneration paid to Directors shall not exceed Rs. 2,64,00,000 (Rupees Two Crore and Sixty Four Lakhs Only).

RESOLVED FURTHER THAT the Board of Directors of the Company (including its Committee thereof) and / or Company Secretary of the Company, be and are hereby authorised to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient to give effect to this resolution.”

On and Behalf of the Board of Directors

For Tembo Global Industries Limited



Sanjay Jashbhai Patel

DIN-01958033

Director

Date: 25/06/2022

Place: Mumbai

## NOTES:

1. The Explanatory Statement pursuant to Section 102 of the Companies Act, 2013 in respect of the aforesaid business is annexed herewith.
2. A member entitled to attend and vote at the meeting is entitled to appoint a proxy to attend and vote instead of himself and the proxy need not be a member of the Company. In order to be effective, the instrument of proxy must be lodged at the Registered Office of the Company not less than 48 hours before the commencement of the meeting.
3. All documents referred to in the accompanying notice and the explanatory statement is open for inspection by the members at the Registered Office of the Company on all working days except on Saturdays and Sundays prior to the date of the meeting between 11.00 a.m. to 4.00 pm.
4. This Notice is being sent by electronic mode (via e-mail) to those members, whose name appears in the register of members/list of beneficial owners maintained by National Securities Depository Limited (“NSDL”)/Central Depository Services (India) Limited (“CDSL”) as on 24<sup>th</sup> June , 2022 provided by



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Bigshare Services Private Limited (RTA). Members may note that this Notice is also available on Company's website viz. [www.nutclamp.com](http://www.nutclamp.com) A person who is not a Member on the cut-off date should accordingly treat the Notice as for information purposes only.

- This Notice is being sent electronically (via e-mail) to all Members whose e-mail addresses are registered with Company's Registrar and Share Transfer Agents ('RTA') or the Depositories.
- Members whose e-mail addresses are not registered with RTA and the Depositories, are required to provide their email IDs and other necessary details as per below format to the Company or RTA, on or before 5:00 p.m. on 17<sup>th</sup> July, 2022 pursuant to which, any Member may receive on the e-mail ID provided by the Member this Notice and the procedure for remote e-voting:

Name of First Shareholder	
Name of Second Shareholder (In case joint shareholder)	
Permanent Account No. (PAN)	
Beneficiary Id/Client Id	
No. Share held	
Email Id	
Mobile No	
Address	

Note: Kindly provide aforesaid details through email at [cs@sakethexim.com](mailto:cs@sakethexim.com)/[info@nsdl.co.in](mailto:info@nsdl.co.in)

- In compliance with the provisions of Sections 108 and 110 of the Act and Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014 ("Rules"), Regulation 44 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, and as per MCA circulars the Company is pleased to provide voting by electronic means ("E-Voting") only to its Members, to enable them to cast their votes electronically. The Company has engaged the services of NSDL to provide e-voting facility to its Members. Voting rights will be reckoned on the paid-up value of share registered in the names of members on 11<sup>th</sup> July, 2022.
- It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the "Forgot User Details/Password" or "Physical User Reset Password" option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com) to reset the password.
- The Company will issue necessary advertisements in the newspaper/ e-newspaper having all India circulation and the newspaper circulating in the District where registered office of the Company is situated for the information of Members whose e-mail addresses are not available in the records of RTA and Depositories.
- The Communication of the assent / dissent to the Special Resolutions proposed in the Notice would take place only through remote e-voting.
- The voting period will commence on
- Friday 15<sup>th</sup> July, 2022 at 9:30 am (IST) and ends on Sunday, the 17<sup>th</sup> day of July, 2022 at 5:00 p.m. for the Members exercising their vote through electronic voting. The e-voting module shall be disabled by Central Depository Services (India) Limited ('CDSL') for voting thereafter.
- The results of the remote e-voting will be declared on July 20<sup>th</sup>, 2022, by the Scrutinizer and will be furnished to the National Stock Exchange India Limited and will also be uploaded on the Company's website [www.nutclamp.com](http://www.nutclamp.com).

## The instructions for shareholders voting electronically are as under:

- The e-voting period begins on Friday 15<sup>th</sup> July, 2022 at 9:30 am (IST) and ends on Sunday, the 17<sup>th</sup> day of July, 2022 at 5:00 p.m. During this period Shareholders of the Company, holding shares either in physical



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form or in dematerialized form, as on the cut-off date of Monday 11th July, 2022 may cast their vote electronically. The e-voting module shall be disabled by NSDL for voting thereafter.

- (ii) The shareholders should log on to the e-voting website [www.evoting.nsdl.com](http://www.evoting.nsdl.com).
- (iii) Click on Shareholders / Members

## **How do I vote electronically using NSDL e-Voting system?**

*The way to vote electronically on NSDL e-Voting system consists of “Two Steps” which are mentioned below:*

**Step 1: Log-in to NSDL e-Voting system at <https://www.evoting.nsdl.com/>**

## **Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode**

In terms of SEBI circular 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.

Login method for Individual shareholders holding securities in demat mode is given below:

Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with NSDL.	<p>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.nsdl.com/">https://eservices.nsdl.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 options available against company name or e-Voting service provider - NSDL and you will be re-directed to NSDL e-Voting website for casting your vote during the remote e-Voting period or joining virtual meeting &amp; voting during the meeting.</p> <p>If the user is not registered for IDeAS e-Services, option to register is available at <a href="https://eservices.nsdl.com/">https://eservices.nsdl.com/</a>. Select “Register Online for IDeAS” Portal or click at <a href="https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp">https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp</a></p> <p>Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <a href="https://www.evoting.nsdl.com/">https://www.evoting.nsdl.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 held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on options available against company name or e-Voting service provider - NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting &amp; voting during the meeting.</p>





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Individual Shareholders holding securities in demat mode with CDSL	Existing users who have opted for Easi / Easiest, they can login through their user id and password. Option will be made available to reach e-Voting page without any further authentication. The URL for users to login to Easi / Easiest are <a href="https://web.cdslindia.com/myeasi/home/login">https://web.cdslindia.com/myeasi/home/login</a> or <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on New System Myeasi. After successful login of Easi/Easiest the user will be also able to see the E Voting Menu. The Menu will have links of e-Voting service provider i.e. NSDL. Click on NSDL to cast your vote. If the user is not registered for Easi/Easiest, option to register is available at <a href="https://web.cdslindia.com/myeasi/Registration/EasiRegistration">https://web.cdslindia.com/myeasi/Registration/EasiRegistration</a> Alternatively, the user can directly access e-Voting page by providing demat Account Number and PAN No. from a link in <a href="http://www.cdslindia.com">www.cdslindia.com</a> home page. The system will authenticate the user by sending OTP on registered Mobile & Email as recorded in the demat Account. After successful authentication, user will be provided links for the respective ESP i.e. NSDL where the e-Voting is in progress.
Individual Shareholders (holding securities in demat mode) login through their depository participants	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. Once 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 options available against company name or <b>e-Voting service provider-NSDL</b> and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.

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

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 <a href="mailto:evoting@nsdl.co.in">evoting@nsdl.co.in</a> 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 <a href="mailto:helpdesk.evoting@cdslindia.com">helpdesk.evoting@cdslindia.com</a> or contact at 022-23058738 or 022-23058542-43

**Step 2: Cast your vote electronically on NSDL e-Voting system.**  
**Details on Step 1 is mentioned below:**

**How to Log-in to NSDL e-Voting website?**

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon "Login" which is



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available under 'Shareholders' section.

3. A new screen will open. You will have to enter your User ID, your Password and a Verification Code as shown on the screen.

Alternatively, if you are registered for NSDL eservices i.e. IDEAS, you can log-in at <https://eservices.nSDL.com/> with your existing IDEAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.

4. Your User ID details are given below :

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:
a) For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example if your Beneficiary ID is 12***** then your user ID is 12*****.
c) For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 101456 then user ID is 101456001***

Your password details are given below:

If you are already registered for e-Voting, then you can use your existing password to login and cast your vote.

If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.

How to retrieve your 'initial password'?

If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'.

If your email ID is not registered, please follow steps mentioned below in **process for those shareholders whose email ids are not registered**

If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:

Click on "**Forgot User Details/Password?**" (If you are holding shares in your demat account with NSDL or CDSL) option available on [www.evoting.nSDL.com](http://www.evoting.nSDL.com).

**Physical User Reset Password?** (If you are holding shares in physical mode) option available on [www.evoting.nSDL.com](http://www.evoting.nSDL.com).

If you are still unable to get the password by aforesaid two options, you can send a request at [evoting@nSDL.co.in](mailto:evoting@nSDL.co.in) mentioning your demat account number/folio number, your PAN, your name and your registered address.



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Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.

After entering your password, tick on Agree to “Terms and Conditions” by selecting on the check box.

Now, you will have to click on “Login” button.

After you click on the “Login” button, Home page of e-Voting will open.

## Details on Step 2 is given below:

### How to cast your vote electronically on NSDL e-Voting system?

1. After successful login at Step 1, you will be able to see the Home page of e-Voting. Click on e-Voting. Then, click on Active Voting Cycles.
2. After click on Active Voting Cycles, you will be able to see all the companies “EVEN” in which you are holding shares and whose voting cycle is in active status.
3. Select “EVEN” of company for which you wish to cast your vote.
4. Now you are ready for e-Voting as the Voting page opens.
5. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on “Submit” and also “Confirm” when prompted.
6. Upon confirmation, the message “Vote cast successfully” will be displayed.
7. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
8. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

### General Guidelines for shareholders

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to [acs.gaurangshah@gmail.com](mailto:acs.gaurangshah@gmail.com) <Please mention the e-mail ID of Scrutinizer> with a copy marked to [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in).
2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the “[Forgot User Details/Password?](#)” or “[Physical User Reset Password?](#)” option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com) to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of [www.evoting.nsdl.com](http://www.evoting.nsdl.com) or call on toll free no.: 1800-222-990 or send a request to (Ms. Sarita Mote of NSDL Official) at [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in) / [SaritaM@nsdl.co.in](mailto:SaritaM@nsdl.co.in)

**Process for those shareholders whose email ids are not registered with the depositories for procuring user id and password and registration of e mail ids for e-voting for the resolutions set out in this notice:**



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1. In case shares are held in physical mode please provide Folio No., Name of shareholder, scanned copy of the share certificate (front and back), PAN (self attested scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) by email to [cs@sakethexim.com](mailto:cs@sakethexim.com)
2. In case shares are held in demat mode, please provide DPID-CLID (16 digit DPID + CLID or 16 digit beneficiary ID), Name, client master or copy of Consolidated Account statement, PAN (self attested scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) to [cs@sakethexim.com](mailto:cs@sakethexim.com). If you are an Individual shareholders holding securities in demat mode, you are requested to refer to the login method explained at step 1 (A) i.e.Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode.
3. Alternatively shareholder/members may send a request to [evoting@nsdl.co.in](mailto:evoting@nsdl.co.in) for procuring user id and password for e-voting by providing above mentioned documents.
4. In terms of SEBI circular 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 required to update their mobile number and email ID correctly in their demat account in order to access e-Voting facility

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

Factory Add.: Unit No.1/B - Badrinath, Ground Floor, Tungreshwar Industrial complex, Sativali Village, Vasai (East), Dist.Palghar- 401208. Tel.: 0250 2481992  
Unit No.2 - APL House, Tungreshwar Industrial Complex, Sr. No.-1,H-No.- 8, Sativali Village, (East), Taluka - Vasai, Dist.Palghar- 401208. Tel.: 0250 2480020



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## EXPLANATORY STATEMENT PURSUANT TO THE PROVISIONS OF SECTION 102 OF THE COMPANIES ACT, 2013

As required under Section 102 of the Companies Act, 2013 read with Regulation 36 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the following Explanatory Statement sets out all material facts relating to the Ordinary Business and Special Business set out for Item No. 1, Item No. 2, Item No. 3 and Item no 4 of the accompanying Notice.

### ITEM NO. 2:

The Company had appointed Mr. Sanjay Jashbhai Patel as Managing Director of the Company for a period of five years from 18<sup>th</sup> July, 2022. The present terms of appointment of Mr. Sanjay Jashbhai Patel is expiring on 20<sup>th</sup> December, 2022. Considering his knowledge of various aspects relating to the Company's affairs and long business experience, the Board of Directors is of the opinion that for smooth and efficient running of the business, the services of Mr. Sanjay Jashbhai Patel should be available to the Company for a further period of 5 (Five) years with effect from 18<sup>th</sup> July, 2022.

Reference to the provision of section 196, 197 and 203 of the Companies act, 2013, read with schedule V to the companies act 2013 along with the Ministry of Corporate Affairs (MCA) through its notification dated 12 September 2018 notified provisions of the Companies (Amendment) Act, 2017 (Amendment Act, 2017) and amended schedule V of Companies Act, 2013 , provides for payment of managerial remuneration by Companies, requires members approval for payment of managerial remuneration to the managerial person for period of not exceeding 3 years by way of special resolution. Hence the Board recommends the resolution for member approval by way of special resolution, provided that such variation or increase in remuneration may be beyond the specified limit as specified under the relevant provisions of Section 196, 197 and Schedule V to the Companies Act, 2013 pursuant to notification issued by Ministry of Corporate Affairs (MCA) dated 12 September 2018.

In terms of the provisions of the Act and the Articles of Association of the Company, the Board of Directors of the Company at its meeting held on 25.06.2022 and on the recommendation of the Nomination and Remuneration Committee in its meeting held on 25.06.2022, re-appointment of Mr. Sanjay Jashbhai Patel as Managing Director (KMP) of the Company subject to the approval of members/shareholders of the Company in Extra Ordinay General Meeting to be held on Monday, 18<sup>th</sup> day of July, 2022 as a Special Resolution for a period of five years from 18<sup>th</sup> day of July, 2022 to 17<sup>th</sup> day of July, 2027. Keeping in view of the increased responsibilities and challenges involved, it is proposed to pay the remuneration not exceeding Rs. 1.20 Cr for the period of 5 (Five) years with effect from 01<sup>st</sup> April, 2022, in accordance with norms laid down in Schedule V and other applicable provisions of Companies act, 2013 and rules made there under.

Mr. Sanjay Jashbhai Patel, aged 62 years is a Managing Director of the Company having over 42 years of industry experience in Financial Management. In his able leadership the performance of the Company has been satisfactory. He is qualified as bachelor in commerce and has specialization in Finance field. As a leader of Finance and Account team, Mr. Sanjay Jashbhai Patel has done some pioneering work in the areas of Vendor development, brand management and Product Innovation. This includes the design of new processes in Procuring materials, Value Selling, Channel Loyalty programs and launch of new product concepts.

Brief resume of Mr. Sanjay Jashbhai Patel, nature of his expertise in specific functional areas, names of companies in which he holds directorships and memberships / chairmanships of Board Committees and shareholding etc. as stipulated under the Listing Regulations, are provided as an Annexure I to this notice.

The main terms and conditions for the re-appointment of Mr. Sanjay Jashbhai Patelas Managing Director (MD), are as follows:



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I. Period: From 18<sup>th</sup> day of July, 2022 to 17<sup>th</sup> day of July, 2027.

II.

A. Remuneration

- a) Period: From 18<sup>th</sup> day of July, 2022 to 17<sup>th</sup> day of July, 2027
- b) Salary:

In consideration of the performance of his duties, the Company shall pay to Mr. Sanjay Jashbhai Patel the fixed gross remuneration (other than the PF, Superannuation and Gratuity) not exceeding Rs.1,20,00,000/- (Rupees One Crore Twenty Lakh Only) per annum with such increments as may be approved by the Board of Directors (which includes any Committee thereof) from time to time. The increment as and when approved by the Board shall be merit based and will take into account the performance as MD & CEO as well as that of the Company.

c) Benefits, Perquisites & Allowances:

Details of Benefits, Perquisites and Allowances are as follows:

- (i) Mediciam and Personal Accident Insurance: Mediciam and Personal Accident Insurance Policy for such amount as per the rules of the Company.
  - (ii) Gratuity: Gratuity at the rate as per provision of Law of basic salary earned for each completed year of service.
  - (iii) Car: Free use of the Company's car for the Company's business and use of car for private purpose shall be billed by the Company to the Managing Director.
- d) Limits on Remuneration: The remuneration as specified in clauses above shall be subject to the overall limits as specified under Sections 196, 197 and other applicable provisions read with Schedule V of the Companies Act, 2013.
- e) Minimum Remuneration: In the event of the Company incurring a loss or having inadequate profits in any financial year, the remuneration, perquisites, benefits, allowances and amenities payable to Mr. Sanjay Jashbhai Patel shall not exceed Rs.1,20,00,000/- (Rupees One Crore Twenty Lakh Only) per annum.

III. Powers & Responsibilities as the Managing Director

- i. As the Managing Director, Mr. Sanjay Jashbhai Patel will carry out such functions, exercise such powers and perform such duties as the Board of Directors of the Company (hereinafter called "the Board") shall from time to time in its absolute discretion determine and entrust to him, subject, nevertheless to the provisions of the Companies Act, 2013 or any statutory modifications or re-enactment thereof for the time being in force.
- ii. MD will, to the best of his skill and ability, endeavour to promote the interests and welfare of the Company and to conform to and comply with the directions & regulations of the Company and also such orders and directions as may from time to time be given to him by the Board of Directors of the Company.
- iii. MD shall at all times act in the best interests of the Company and all its stakeholders (including its minority shareholders) and keep the Board of Directors informed of any developments or matters that have materially impaired, or are reasonably likely to materially impair, the interests of the Company and/or any of its stakeholders
- iv. Subject to the superintendence, control and direction of the Board, MD shall (i) have the general control of the business of the Company and be vested with the Management and day to day affairs of the Company (ii) have the authority to enter into contracts on behalf of the Company in the ordinary course of business and (iii) have the authority to do and perform all other acts and things which in



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the ordinary course of such business he may consider necessary or proper in the best interest of the Company.

- v. MD shall devote the whole of his time, attention and abilities to manage the business of the Company and shall use his best endeavour to promote its interest and welfare.

#### IV. Other terms of Appointment

- i. The terms & conditions of appointment and the payment of remuneration to MD may be varied, altered, increased, enhanced or widened from time to time by the Board as it may in its discretion deem fit and in accordance with the provisions of the Companies Act, 2013 or any amendments made hereafter in this regard and within the overall approval given by the Shareholders.
- ii. The Agreement may also be terminated upon notice in writing to the other party. Both parties reserve the right to terminate the Agreement without notice for "Due Course". For the purposes of this Agreement Due Cause means: an event such as grave or repeated violations of any relevant contractual obligations, guidelines or instructions; intentionally or negligently causing damage or injury to the other party; the acceptance of commissions or bribes in any form; any behaviour that seriously damages the Company or the Employee's reputation; the commission of serious offences against applicable law; or repeated failure to perform basic responsibilities despite having fair opportunity to rectify such failure to perform.
- iii. If at any time the MD ceases to be a Director of the Company, for any reason whatsoever, he shall cease to be the MD and this Agreement with the Company shall stand terminated forthwith.
- iv. In the event the Managing Director is not in a position to discharge his official duties due to any physical or mental incapacity, the Board of Directors shall be entitled to terminate his contract on such terms as the Board of Directors may consider appropriate in the circumstances.
- v. All Personnel Policies of the Company and the related Rules, which are applicable to other employees of the Company, shall also be applicable to the Managing Director, unless specifically provided otherwise.

The above may be treated as a written memorandum setting out the terms & conditions of appointment of Mr. Sanjay Jashbhai Patel under Section 190 of the Act.

In accordance with the provisions of Sections 196, 197 & other applicable provisions of the Act, read with Schedule V to the said Act, the proposed appointment and the terms of remuneration payable to Mr. Sanjay Jashbhai Patel require approval of members by passing Special Resolution. Hence, the members are requested to pass the Special Resolution accordingly.

#### 1. Information about the appointee:

##### a) Background details:

Mr. Sanjay Jashbhai Patelis the Managing Director of Tembo Global Industries Limited since August, 2017. He is a Commerce graduate from Mumbai University. He is associated with the Company since incorporation.

##### b) Past remuneration:

Period	Total Rupees (p.a)
FY 2021-2022	42,00,000
FY 2020-2021	42,00,000

##### c) Job profile and his suitability:

His current term of appointment as a Managing Director of the Company will expire on 18<sup>th</sup> August, 2022. Considering his knowledge of various aspects relating to the Company's affairs and long business experience,



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the Board of Directors is of the opinion that for smooth and efficient running of the business, the services of Mr. Sanjay Jashbhai Patel should be available to the Company.

**d) Remuneration proposed:**

As mentioned above.

**e) 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):**

Mr. Sanjay Jashbhai Patel has vast experience in Finance. Mr. Sanjay has rich experience of handling various areas of business and is well known in Steel Industry. Mr. Sanjay has begun a lot of new initiatives in the Company since he joined as Managing Director. Considering their general industry and the specific company profile the proposed remuneration is in line with the industry levels and that of comparatively placed Companies in India.

**f) Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel [or other director], if any:**

Mr. Sanjay has a relationship with the Company as Managing Director. He holds 10.34% of shares of the Company and Mrs. Smita Sanjay Patel who is a Non- Executive Director in the Company is wife of Mr. Sanjay Jashbhai Patel

## Annexure I

Details of Directors seeking appointment/re-appointment at the 02<sup>nd</sup> Extra Ordinary General Meeting (In pursuance of Regulation 36 (3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015:

Sr. No.	Details of events that need to be provided	Information of such event(s)
1.	Name of Director	Sanjay Jashbhai Patel
2.	DIN	01958033
3.	Date of Re-appointment	Re-appointment of Mr. Sanjay Jashbhai Patel (DIN: 01958033), as Managing Director of the Company pursuant to end of his current term i.e 18 <sup>th</sup> August, 2022 for a further period of five (5) years w.e.f. 18 <sup>th</sup> July, 2022 to 17 <sup>th</sup> July, 2027 (both days inclusive)
5.	Brief Profile (In case of appointment)	Mr. Sanjay Jashbhai Patel has total experience of 40 years and is results-oriented. He is driven to manage costs and establish strategic, mutually beneficial partnerships and relationships with users, vendors, and service providers. Adept at creating strategic alliances with organization leaders to effectively align with and support key business initiatives. Excel at building and retaining high-performance teams by hiring, developing, and motivating skilled professionals.





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5.	Other Directorships (excluding Private Companies) as on 31 <sup>st</sup> March, 2022	Saketh Seven Star Industries Limited
6.	Chairman / Member of the Committees as on 31 <sup>st</sup> March, 2021	N.A
6.	Disclosure of relationships between Directors (in case of appointment of a Director)	Mr. Sanjay Jashbhai Patel is husband of Mrs. Smita Sanjay Patel who is Executive director of the Company.
7.	Shareholding (No. of Shares)	1251750 shares

The Board recommends the Resolution at Item No. 2 for approval of the shareholders as special resolution.

None of the Directors/Key Managerial Personnel of the Company/their relatives, except Mr. Sanjay Jashbhai Patel himself and Mrs. Smita Sanjay Patel (Wife of Mr.Sanjay Jashbhai Patel), is in any way concerned or interested, in the said resolution.

#### ITEM NO. 03:

In terms of provisions of section 178 of the Companies Act, 2013, the Nomination and Remuneration Committee of the Company shall recommend to the Board of the Directors, the appointment/ reappointment of a Director. In terms of provisions of section 149(10) of the Companies Act, 2013, an independent director shall hold office for a term up to five consecutive years on the Board of a Company, but shall be eligible for reappointment on passing of a special resolution by the Shareholders of the Company and disclosure of such appointment in the Board's report. As per clause 71 - 91 of the existing Articles of Association of the Company, the Independent Directors shall be appointed by the Board of Directors of the Company, based on the nomination received from Nomination and Remuneration Committee of the Company, constituted by the Board, in accordance with Applicable Law and the Independent Director(s) to be so appointed shall be persons of high standing, good repute and widely acknowledged as experts in their respective field, which the Board deems beneficial to the Company. The Company has received the consent from Mr. JEHAN DARAYUS VARIAVA to act as the Independent Director in the prescribed Form DIR-2 under Section 152(5) of the Act and Rule 8 of the Companies (Appointment and Qualifications of Directors) Rules, 2014 along with the declaration on criteria of Independence as per Section 149(6) of the Act and also in compliance with the 'fit and proper' criteria prescribed under clause 5.3 of the Corporate Governance Guidelines issued by IRDAI.

After taking into account the performance evaluation, during his first term of five years and considering the knowledge, acumen, expertise and experience in respective fields and the substantial contribution made by Mr. JEHAN DARAYUS VARIAVA during his tenure as an Independent Director since his appointment, the Nomination and Remuneration Committee at its meeting held on June 25, 2022 has considered, approved and recommended the re-appointment of Mr. JEHAN DARAYUS VARIAVA as an Independent Directors for a second term of five years with effect from 18<sup>th</sup> July, 2022, to the Board of Directors for their approval. The Board of Directors at its meeting held on June 25, 2022 has approved the proposal for reappointment of Mr. JEHAN DARAYUS VARIAVA as an Independent Director for a second term of five consecutive years with effect from 18<sup>th</sup> July, 2022. In line with the aforesaid provisions of the Companies Act, 2013 and in view of long, rich experience, continued valuable guidance to the management and strong Board performance of Mr. JEHAN DARAYUS VARIAVA, the Shareholders are requested to approve the re-appointment of Mr. JEHAN DARAYUS VARIAVA as an Independent Directors for a second term of five consecutive years with effect from 18<sup>th</sup> July, 2022. The Board recommends the Resolution for approval of the Members as a Special Resolution as set out in the item no. 1 of the notice. Except Mr. JEHAN DARAYUS VARIAVA, being the appointee, no other Director or Key Managerial Personnel of the Company or their respective relatives is/ are concerned or interested, financially or otherwise, in the said Resolution.



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## ITEM NO. 04:

In terms of provisions of section 178 of the Companies Act, 2013, the Nomination and Remuneration Committee of the Company shall recommend to the Board of the Directors, the appointment/ reappointment of a Director. In terms of provisions of section 149(10) of the Companies Act, 2013, an independent director shall hold office for a term up to five consecutive years on the Board of a Company, but shall be eligible for reappointment on passing of a special resolution by the Shareholders of the Company and disclosure of such appointment in the Board's report. As per clause 71 - 91 of the existing Articles of Association of the Company, the Independent Directors shall be appointed by the Board of Directors of the Company, based on the nomination received from Nomination and Remuneration Committee of the Company, constituted by the Board, in accordance with Applicable Law and the Independent Director(s) to be so appointed shall be persons of high standing, good repute and widely acknowledged as experts in their respective field, which the Board deems beneficial to the Company. The Company has received the consent from Mr. JASBIR SINGH JASWANT SINGH ANAND to act as the Independent Director in the prescribed Form DIR-2 under Section 152(5) of the Act and Rule 8 of the Companies (Appointment and Qualifications of Directors) Rules, 2014 along with the declaration on criteria of Independence as per Section 149(6) of the Act and also in compliance with the 'fit and proper' criteria prescribed under clause 5.3 of the Corporate Governance Guidelines issued by IRDAI.

After taking into account the performance evaluation, during his first term of five years and considering the knowledge, acumen, expertise and experience in respective fields and the substantial contribution made by Mr. JASBIR SINGH JASWANT SINGH ANAND during his tenure as an Independent Director since his appointment, the Nomination and Remuneration Committee at its meeting held on June 25, 2022 has considered, approved and recommended the re-appointment of Mr. JASBIR SINGH JASWANT SINGH ANAND as an Independent Directors for a second term of five years with effect from 18<sup>th</sup> July, 2022, to the Board of Directors for their approval. The Board of Directors at its meeting held on June 25, 2022 has approved the proposal for reappointment of Mr. JASBIR SINGH JASWANT SINGH ANAND as an Independent Director for a second term of five consecutive years with effect from 18<sup>th</sup> July, 2022. In line with the aforesaid provisions of the Companies Act, 2013 and in view of long, rich experience, continued valuable guidance to the management and strong Board performance of Mr. JASBIR SINGH JASWANT SINGH ANAND, the Shareholders are requested to approve the re-appointment of Mr. JASBIR SINGH JASWANT SINGH ANAND as an Independent Directors for a second term of five consecutive years with effect from 18<sup>th</sup> July, 2022. The Board recommends the Resolution for approval of the Members as a Special Resolution as set out in the item no. 1 of the notice. Except Mr. JASBIR SINGH JASWANT SINGH ANAND, being the appointee, no other Director or Key Managerial Personnel of the Company or their respective relatives is/ are concerned or interested, financially or otherwise, in the said Resolution.

## ITEM NO. 05 and 06:

As per Section 197 of the Companies Act, 2013, total managerial remuneration payable by the Company to its directors, including managing director and whole-time director and its manager in respect of any financial year may be given to maximum permissible limit as per the provisions laid down in Section 198 of the Companies Act, 2013, provided that the same has been approved by the shareholders of the Company by way of Special Resolution.

Pursuant to the recommendation of Nomination and Remuneration Committee, the Board of Directors of the Company in its meeting held on 25.06.2022 recommended to increase in overall limit of managerial remuneration payable by the Company in respect of any financial year beyond specified limits under Section 197 and computed in the manner laid down in Section 198 of the Companies Act, 2013.

Where in any Financial Year, the Company has no profits or profits are inadequate, the overall remuneration to Directors shall not exceed Rs. 2,64,00,000 (Rupees Two Crore and Sixty Four Lakhs Only).



# TEMBO GLOBAL INDUSTRIES LIMITED

[ FORMERLY KNOWN AS - SAKETH EXIM LTD. ]

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Accordingly, the Board recommends the resolution set out at item no. 4 for approval of members as Special resolution

None of the Directors/Key Managerial Personnel of the Company/their relatives, except Ms. Fatema Shabbir Kachwala and Mr. Shabbier Huseni Merchant is in any way concerned or interested, in the said resolution.

The Particulars of the information, pursuant to the provisions of Schedule V, Part II, Section II, clause (A) of the Act are as under:

**2. General information:**

**a) Nature of Industry:**

Engaged in  
Manufacture of fabricated metal products except machinery and equipment and  
Trading in Fabricated metal products except machinery and equipment.

**b) Date or expected date of commencement of Commercial Production:**

Not applicable (Company is an existing company).

**c) In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus:**

Not applicable

**d) Financial performance based on given indicators:**

(Rs in Lacs)

Particulars	Standalone	
	For Financial Year Ended (Lakhs)	
	31 <sup>st</sup> March 2022	31 <sup>st</sup> March 2021
Total Revenue	17544.80	10399.43
Less: Total Expenditure	17086.12	9990.26
Profit before Tax	458.68	409.16
Less: Provision for Tax	-114.16	-116.16
Profit/ (loss) After Tax	344.52	292.99

**e) Foreign investments or collaborations, if any:**

The Company has total investments of Rs 3262538/- in wholly-owned foreign subsidiaries Tembo Global LLC.

**3. Information about the appointee:**

**a) Background details:**

Ms. Fatema Shabbir Kachwala is the Whole Time Director of Tembo Global Industries Limited since February, 2021. She is a Post Graduate Diploma in International Business, Ness Wadia College of Commerce, Pune University; M.Com, Ness Wadia College of Commerce, Pune University; B.Com, Pune University; HSC Examination, Maharashtra ICSE, Delhi Board. She is associated with the Company since incorporation.



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**b) Past remuneration:**

Period	Total Rupees (p.a)
FY 2021-2022	36,00,000
FY 2020-2021	Nil

**c) Remuneration proposed:**

**Basic Salary:** Rs.350,000/- per month w.e.f. April 01, 2022

Free furnished accommodation with gas, electricity, water, furnishing, servants, security, drivers etc.

Reimbursement of medical expenses incurred in India or abroad including hospitalisation, nursing home and surgical charges for himself and family subject to ceiling of one month salary in a year.

Reimbursements of travelling expenses with family to anywhere in India or abroad as per rules of the Company.

Medi claim Insurance Policy, premium and personal accidents not to exceed Rs. 1,00,000/- per annum

Other benefits like Gratuity, Provident Fund, Leave etc. as applicable to the employees of the Company.

**d) 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 her origin):**

Ms. Fatema Shabbir Kachwala is a dynamic promoter of Tembo Global Industries Limited from 2016, with extensive experience in procurement of materials and in presenting products features to large audiences. Hardcore persuasion skill coupled with innovative product demonstrations secures continuous reasonable deals per month. Proven relationship building skills backed by Post Graduate Diploma in International Business.

**e) Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel [or other director], if any:**

Ms. Fatema Shabbir Kachwala has a relationship with the Company as Whole Time Director. She holds 31.92% of shares of the Company and Mr. Shabbir Huseni Merchant who is the Chief Financial Officer of the Company is husband of Ms. Fatema Shabbir Kachwala

## Annexure I

Details of Directors seeking appointment/re-appointment at the 02<sup>nd</sup> Extra Ordinary General Meeting (In pursuance of Regulation 36 (3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015:

Details of events that need to be provided	Information of such event(s)
Name of Director	FATEMA SHABBIR KACHWALA
DIN	06982324
Age	37 years



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Qualifications	1. Post Graduate Diploma in International Business, Ness Wadia College of Commerce, Pune University 2. M.Com, Ness Wadia College of Commerce, Pune University 3. B.Com, Pune University 4. HSC Examination, Maharashtra 5. ICSE, Delhi Board
Experience	She has extensive experience in procurement of materials and in presenting products features to large audiences. Hardcore persuasion skill coupled with innovative product demonstrations secures continuous reasonable deals per month. Proven relationship building skills backed by Post Graduate Diploma in International Business.
Terms and Conditions of appointment	Appointed as Executive Director on terms and conditions as mentioned in the draft letter of appointment as placed before the meeting.
Details of remuneration	Remuneration as stated above
Date of first appointment	23rd February, 2021
Shareholding in the Company	3207000
Relationship with other director/Manager and other KMP	Wife of Chief Executive Officer Mr. Shabhir Husain Merchant
Number of meetings attended from the date of appointment till the date of Notice of this AGM	01
Directorships of other Board	Nil
Membership/Chairmanship of Committees of other Board	03

None of the Directors / Key Managerial Personnel of the Company / their relatives are, in any way, concerned or interested, financially or otherwise, in the resolution set out at Item No. 5 and Item No. 6 of this Notice except to the extent of their shareholding in the Company.

Accordingly, approval of the Members of the Company is hereby sought by way of special resolution as set out in Item No. 5 and Item No. 6 of this Notice.

On and Behalf of the Board of Directors  
For Tembo Global Industries Limited



Sanjay Jashbhai Patel  
DIN-01958033  
Director  
Date: 25/06/2022  
Place: Mumbai



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## ATTENDANCE SLIP OF 02<sup>nd</sup> EXTRA-ORDINARY GENERAL MEETING

TEMBO GLOBAL INDUSTRIES LIMITED

(CIN NO: L29253MH2010PLC204331)

Reg. Office: At Plot No- PAP D- 146/ 147, TTC MIDC Turbhe , Navi Mumbai-400705

Date:

Folio No:

DP/Client-ID No.:

Full Name of the Shareholder/ First Holder: \_\_\_\_\_  
(as appearing on share certificate/recorded with DP)

Registered Address: \_\_\_\_\_  
PIN - \_\_\_\_\_

Total number of Shares held (in number):

Share Certificate Nos., From- \_\_\_\_\_ To- \_\_\_\_\_

(In case of physical holding)

I certify that I am a registered shareholder/proxy for the registered Shareholder of the Company and hereby record my presence at the 02<sup>nd</sup> Extra- Ordinary General Meeting of the Company on Monday, 18th July, 2022 at 11:00 a.m. at the registered office Plot No- PAP D- 146/ 147, TTC MIDC, Turbhe ,Navi Mumbai-400705 .

[Tel:91-22-27620641/27620642](tel:91-22-27620641/27620642).

\_\_\_\_\_  
Member's/Proxy's name in Block Letters

\_\_\_\_\_  
Member's/Proxy's Signature

Note: Please fill this attendance slip and hand it over at the entrance of the hall.



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## PROXY FORM

(Pursuant to section 105(6) of the Companies Act, 2013 and rule 19(3) of the Companies Management and Administration Rules, 2014)

CIN: L29253MH2010PLC204331

Name of the company: TEMBO GLOBAL INDUSTRIES LIMITED

Registered office: Plot No- PAP D- 146/ 147, TTC MIDC, Turbhe ,Navi Mumbai-400705.

Name of the member (s): \_\_\_\_\_ Fogo No/ Client id: \_\_\_\_\_  
Registered address: \_\_\_\_\_ DP ID: \_\_\_\_\_  
\_\_\_\_\_ Email Id: \_\_\_\_\_

I/We, \_\_\_\_\_ being the member (s) of \_\_\_\_\_ shares of the above named Company, hereby appoint

1. Name: _____ Address: _____ _____ _____ Email Id: _____ Signature: _____ or failing him	2. Name: _____ Address: _____ _____ _____ Email Id: _____ Signature: _____ or failing him	3. Name: _____ _____ Address: _____ _____ _____ Email Id: _____ Signature: _____ _____
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As my proxy to vote on my behalf at the Extra Ordinary General Meeting of the Company which will held at the registered office situated at Plot No- PAP D- 146/ 147, TTC MIDC, Turbhe ,Navi Mumbai-400705 on Monday, 18<sup>th</sup> July, 2022.

By this appointment, all other appointment previously made by the Shareholder is hereby revoked.

The Proxy hereby represents the Shareholder in the company and shall have the full power as the Shareholder's substitute to vote any issue, motion or action that the Shareholder may have voted.

The Proxy shall vote in the following manner

SIGNED on \_\_\_\_\_

Signature of Shareholder



# TEMBO GLOBAL INDUSTRIES LIMITED

[ FORMERLY KNOWN AS - SAKETH EXIM LTD. ]

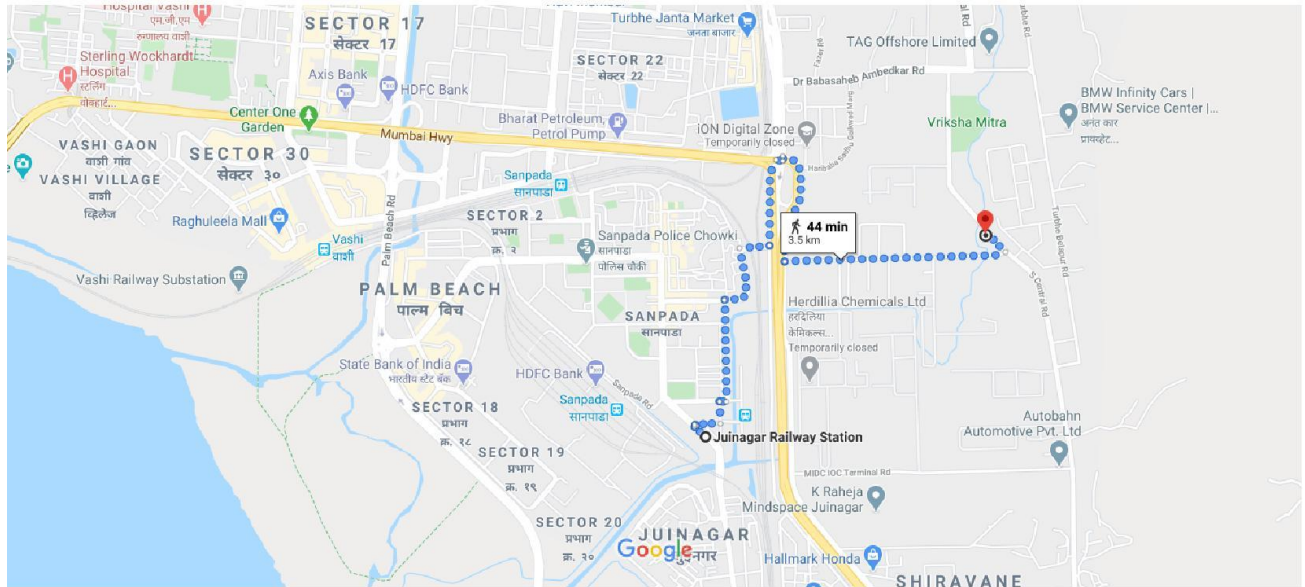
Regd. Off.: Plot No. PAP - D 146 - 147, Turbhe MIDC, TTC Industrial Area, Opp. Balmer Lawrie Van Leer Co. Turbhe, Navi Mumbai - 400 705, Maharashtra - INDIA. Tel.: +91 - 022 - 27620641 / 27620642 / 27620643. Fax: +91 - 022-27620623. GST No.- 27AAPCS4498C1ZV CIN - L29253MH2010PLC204331 Email: info@sakethexim.com / info@tembousa.us Web: www.sakethexim.com / www.tembousa.us

## Route Map Registered office of the Company

<https://www.google.com/maps/vt/data=e0IFWcA7TOBv8pudpqNPaSi5ocUyKMnIVMpD1pycUpRMuf2VgryxRzGW0YmE3cJFyXqpx8lvOuaWPrTtEIujgu7XTTJUNblm1->

Google Maps Juinagar Railway Station to Tembo Global Industries Ltd ( formerly:- Saketh Exim Ltd )

Walk 3.5 km, 44 min



via Turbhe Midc Rd 44 min  
3.5 km

Mostly flat