



Punjab Alkalies & Chemicals Limited

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PACL:SEC:2021:1454

23.08.2021

To,
BSE Limited
P J Towers, Dalal Street
Fort, Mumbai - 400 001

Scrip code: 506852

Sub.: Outcome of Board Meeting held on August 23, 2021

Dear Sir,

The Board of Directors of the Company in its meeting held on August 23, 2021 and Shri Naveen Chopra, Managing Director, have mutually agreed to extend the lock-in period on the shares allotted to him as sweat equity of the Company, subject to the following terms/conditions:

Number of shares	Terms for Lock-in
25% of the total Equity Shares allotted as sweat equity	To be released on March 31, 2024.
Another 25% of the total Equity Shares allotted as sweat equity	To be released when the Company achieves consolidated turnover of 1.5x of the turnover for the financial year ended March 31, 2021 and an EBITDA (Earnings before Interest, Tax, Depreciation and Amortisation) of 12% of the turnover for such year (in which 1.5x turnover achieved) or on March 31 2025, whichever is earlier, subject to applicable SEBI Regulations.
Another 25% of the total Equity Shares allotted as sweat equity	To be released when the Company achieves consolidated turnover of 2x of the turnover for the financial year ended March 31, 2021 and an EBITDA of 12% of the turnover for such year (in which 2x turnover achieved) or on March 31 2027, whichever is earlier, subject to applicable SEBI Regulations.
Remaining 25% of the total Equity Shares allotted as sweat equity	To be released when the Company achieves consolidated turnover of 2.5x of the turnover for the financial year ended March 31, 2021 and an EBITDA of 12% of the turnover for such year (in which 2.5x turnover achieved) or on March 31 2029, whichever is earlier, subject to applicable SEBI Regulations.
Other condition	Post achievement of the targets or completion of the lock-in period as above, the respective equity shares will be free from any restrictions or obligations placed under resolution passed by the Company.

If none of the above conditions is complied with Shri Naveen Chopra as Managing Director of the Company, the equity shares will remain under lock-in till March 31, 2029 and can be traded by Shri Naveen Chopra only after the completion of the said lock-in period.

In case of any force majeure or any unforeseen circumstances/ situation in the economy/market/Plant, which may result in an adverse situation to achieve the envisaged targets then the above-said terms & conditions would be subject to review.

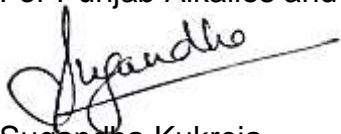
Further, Shri Naveen Chopra will undertake that till the shares are under lock-in period, he will not pledge, alienate or create any lien or encumbrance on the equity shares allotted to him as sweat equity by the Company, except to the extent of personal guarantee extended by him to the lender(s) of the Company or charge to be created for any loan availed /to be availed by the Company, if required, based on the business plans /initiatives undertaken by him.

The Board felt that it would be imperative for the company for continuance of Shri Naveen Chopra, Managing Director for atleast further five years, after the completion of his present tenure as Managing Director, subject to the approval of the Board and Shareholders, as required under the Companies Act, 2013 and SEBI Regulations. In case the said re-appointment(s) is not approved by the Board or the Shareholders of the Company in future, the Company will be obliged to release the lock-in on the equity shares with immediate effect, subject to completion of the minimum lock-in period as prescribed under the applicable SEBI Regulations, amended from time to time.

The said decision of extension of lock-in has been taken to ensure association of Shri Naveen Chopra with the Company for a longer tenure and to scale up the operations of the Company in future which will enable the Company to create long term wealth for all the shareholders of the Company. The Company will accordingly request to the depository(ies) for extension of such lock-in.

Kindly disseminate this information on your website.

Thanking You.
For Punjab Alkalies and Chemicals Limited



Sugandha Kukreja
Company Secretary