

NOTICE OF POSTAL BALLOT

[Pursuant to Section 110 read with Section 108 of the Companies Act, 2013 read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014]

To the Members of ASM Technologies Limited (CIN: L85110KA1992PLC01342)

NOTICE is hereby given pursuant to Section 110 read with Section 108 and other applicable provisions, if any, of the Companies Act, 2013, (**‘Act’**) read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014, (**‘Rules’**), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (**‘Listing Regulations’**), Secretarial Standard on General Meetings issued by The Institute of Company Secretaries of India (**‘SS-2’**), each as amended, and in accordance with the requirements prescribed by the Ministry of Corporate Affairs (**‘MCA’**) for holding general meetings/ conducting postal ballot process through e-Voting vide General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020, 10/2021 dated June 23, 2021, 20/2021 dated December 8, 2021, 3/2022 dated May 5, 2022, 11/2022 dated December 28, 2022, 09/2023 dated September 25, 2023, 09/2024 dated September 19, 2024 and 03/2025 dated September 22, 2025 (collectively the **‘MCA Circulars’**), and other applicable laws, rules and regulations (including any statutory modification or re-enactment thereof for the time being in force) that the resolution set out below is proposed for approval by the members of ASM Technologies Limited (**“Company”**) by means of Postal Ballot, only by remote e-voting process (**“e-voting”**) being provided by the Company to all its members to cast their votes electronically:

Special business:

Item No. 1; Re-appointment of Mr. Rabindra Srikantan as Managing Director of the Company:

To consider and if thought fit, pass the following resolution as a **Special Resolution**:

“RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, 203 read with Schedule V, and other applicable provisions if any, of the Companies Act, 2013 (**“the Act”**), read with Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014, (**‘Rules’**), framed thereunder [including any statutory modification(s) or amendment(s) thereto or re-enactment(s) thereof for the time being in force], and Regulation 17 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, (**“the Listing Regulations”**) (including any statutory modification or re-enactment(s) thereof for the time being in force), and the Articles of Association of the Company, and based on the recommendation of the Nomination and Remuneration

Committee and the Board of Directors of the Company, Mr. Rabindra Srikantan (DIN: 00024584), Managing Director, who is eligible for appointment, be and is hereby re-appointed as Managing Director and Key Managerial Personnel of the Company to hold office for a term of 5 (five) consecutive years effective from November 09, 2025 to November 08, 2030 (both days inclusive) and whose office shall not be liable to determination by retirement by rotation, with authority to the Board to modify the terms and conditions including the remuneration from time to time, be and is hereby approved.

RESOLVED FURTHER THAT pursuant to the provisions of Sections 196 and 197 read with the Schedule V, and other applicable provisions if any, of the Act, the shareholders hereby accords its consent that Mr. Rabindra Srikantan (DIN: 00024584), Managing Director shall be entitled to a remuneration upto Rs. 3,60,00,000 per annum (Rupees three crores sixty lakhs only) per annum for the first three (3) years of his tenure as Managing Director, i.e., from November 09, 2025 to November 08, 2028 (both days inclusive), by way of salary, perquisites, and other remuneration within the permissible limits under the applicable provisions of the Act, on such terms and conditions as set out in the employment letter and as mutually agreed between the Company and Mr. Rabindra Srikantan, subject to the overall limits approved by the shareholders as set out in the explanatory statement annexed to this notice.

RESOLVED FURTHER THAT any of the Director of the Company or the Company Secretary of the Company, be and are hereby severally authorized to sign and execute deeds, applications, documents and writings that may be required, on behalf of the Company and to do all such acts, deeds, matters and things and take such steps as may be necessary, expedient or desirable in this regard.”

By order of the Board of Directors
For ASM Technologies Limited

Sd/-

Vanishree Kulkarni

Company Secretary and

Compliance Officer (FCS: 13306)

Date: January 07, 2026

Place: Bangalore

Address: 80/2, Lusanne Court, Richmond Road,
Bangalore, Karnataka, India, 560025.

Notes:

1. An Explanatory Statement pursuant to Section 102(1) of the Companies Act, 2013 (“Act”) and other applicable provisions thereof, read with the rules made thereunder, setting out all material facts relating to the resolutions proposed in this Postal Ballot Notice, including additional information as required under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), forms part of this Postal Ballot Notice (“Notice”).

In compliance with Sections 108 and 110 of the Act, the rules made thereunder, Regulation 44 of the Listing Regulations, and the applicable MCA Circulars, voting on the resolutions proposed herein shall be carried out only through remote e-voting. Accordingly, this Postal Ballot Notice along with instructions for e-voting is being sent only through electronic mode to members whose email addresses are registered with the Company / Depository Participants.

2. In accordance with the MCA Circulars and Listing Regulations, this Postal Ballot Notice is being sent electronically to members whose names appear in the Register of Members / Register of Beneficial Owners as on Friday, January 02, 2026 (“Cut-Off Date”), as received from the Depositories. Physical copies of the Notice, postal ballot forms, and prepaid business reply envelopes are not being sent.

3. Once a vote on a resolution is cast by a member, the same shall not be allowed to be changed subsequently. The voting rights of members shall be in proportion to their shares of the paid-up equity share capital of the Company as on the cut-off date fixed for the purpose.

4. This Postal Ballot Notice is available on the Company’s website at www.asmltd.com, on the website of BSE Limited at www.bseindia.com and on the website of KFin Technologies Limited (“KFinTech”) at <https://evoting.kfintech.com>.

5. The Company has appointed Mr. Pramod S.M. (FCS Membership No. 7834 and Certificate of Practice No.13784), Designated Partner, BMP & Co., LLP, Practicing Company Secretaries as the Scrutinizer and Mr. Biswajit Ghosh, (FCS Membership No. 8750 and Certificate of Practice No. 8239), Designated Partner, BMP & Co., LLP, Practicing Company Secretaries, as an alternate scrutinizer to Mr. Pramod S.M., for conducting the Postal Ballot, through e-voting process in a fair and transparent manner.

6. The Company has engaged the services of KFin Technologies Limited (“KFinTech” or “Registrar and Transfer Agent / RTA”) as the agency to provide e-voting facility. Members are requested to read the instructions given in the Notes to this Postal Ballot Notice so as to cast their vote electronically. The votes can be cast during the following voting period:

Commencement of e-voting period	9:00 a.m. (IST) on Thursday, January 08, 2026
Conclusion of e-voting period	5:00 p.m. (IST) on Friday, February 06, 2026
Cut-off date for eligibility to vote	Friday, January 02, 2026

7. The Scrutinizer will submit his report to the Chairman of the Company (“Chairman”) or any other person authorized by the Chairman, and the result will be announced within two working days from the conclusion of the e-voting period i.e. on or before 5.00 PM IST on Tuesday, February 10, 2026. The results will be displayed on the Company’s website at www.asmltd.com and the website of KFinTech at www.kfintech.com. The results will simultaneously be communicated to the Stock Exchange and will also be displayed at the registered office of the Company.

8. The resolution, if approved by the requisite majority, shall be deemed to have been passed on Friday, February 06, 2026, being the last date of e-voting. Further, resolution passed by the members through postal ballot are deemed to have been passed as if they are passed at a general meeting of the members.

9. All material documents referred to in the explanatory statement will be available for inspection only through electronic mode on all working days from the date of dispatch until the last date for receipt of votes by e-voting i.e. Friday, February 06, 2026. Members may send their requests to compliance.officer@asm ltd.com or inward.ris@kfintech.com from their registered e-mail address mentioning their names, folio numbers, DP ID and Client ID during the voting period.

10. In accordance with the MCA Circulars and relevant SEBI Circulars, the Company has made necessary arrangements for the members to register their e-mail address. Members who have not registered their e-mail address are requested to register the same (i) with the Depository Participant(s) where they maintain their demat accounts, if the shares are held in electronic form, and (ii) Members holding shares in physical mode, who have not registered / updated their e-mail address with the Company, are requested to register / update their e-mail address by submitting Form ISR-1 (available on the website of the Company at www.asmltd.com) duly filled and signed along with requisite supporting documents to KFinTech at <https://evoting.kfintech.com> .

11. Pursuant to the provisions of Sections 108, 110 and other applicable provisions of the Act and the rules made thereunder, the MCA Circulars, Regulation 44 of the Listing Regulations read with Section SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, as amended (“SEBI Master Circular”), and SS-2 and any amendments thereto, the Company is providing the facility to the members to exercise their right to vote on the proposed resolutions electronically. The instructions for e-voting are provided as part of this Postal Ballot Notice.

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

13. SEBI has mandated furnishing of PAN, KYC details (i.e. Postal Address with PIN Code, email address, mobile number, bank account details etc.) and nomination details by holders of physical

securities in prescribed forms. In view of the same, Shareholders holding shares in physical form are requested to submit their PAN, full KYC details and Nomination details in prescribed Form at the earliest. Further, they are also requested to dematerialize their shareholding at the earliest, as pursuant to SEBI Circular, any investor service requests including transfer/ transmissions requests shall be processed in dematerialized mode only. Request for dematerialization can be submitted to KFintech, RTA of the Company.

9. A member cannot exercise his / her vote through proxy on postal ballot. However Corporate/ Institutional Members (i.e., other than Individuals, HUF, NRI etc.) are required to send scanned certified true copy (PDF Format) of the Board Resolution/ Authority Letter etc., authorizing its representative to cast its vote, to the Scrutinizer at pramod@bmpandco.com with a copy marked to compliance.officer@asm ltd.com .

14. Procedure for e-voting:

The instructions and other information relating to e-voting are as under:

- i. In compliance with the provisions of Section 108 of the Act, read with Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended from time to time, Regulation 44 of the SEBI Listing Regulations and in terms of SEBI vide circular no. SEBI/HO/CFD/CMD/ CIR/P/2020/242 dated December 9, 2020 in relation to e-Voting Facility Provided by Listed Entities, the Members are provided with the facility to cast their vote electronically, through the e-Voting services provided by KFintech , on all the resolutions set forth in this Notice. The instructions for e-Voting are given herein below.
- ii. However, in pursuant to SEBI circular no. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 9, 2020 on “e-Voting facility provided by Listed Companies”, e-Voting process has been enabled to all the individual demat account holders, by way of single login credential, through their demat accounts / websites of Depositories / DPs in order to increase the efficiency of the voting process.
- iii. Individual demat account holders would be able to cast their vote without having to register again with the e-Voting service provider (ESP) thereby not only facilitating seamless authentication but also ease and convenience of participating in e-Voting process. Shareholders are advised to update their mobile number and e-mail ID with their DPs to access e-Voting facility.

- iv. The remote e-Voting period commences Thursday, 8th January 2026.
- v. The voting rights of Members shall be in proportion to their shares in the paid-up equity share capital of the Company as on the cut-off date. i.e. Friday, 2nd January 2026
- vi. Any person holding shares in physical form and non-individual shareholders, who acquires shares of the Company and becomes a Member of the Company after sending of the Notice and holding shares as of the cut-off date, may obtain the login ID and password by sending a request at evoting@Kfintech.com. However, if he / she is already registered with Kfintech for remote e-Voting then he /she can use his / her existing User ID and password for casting the vote.
- vii. In case of Individual Shareholders holding securities in demat mode and who acquires shares of the Company and becomes a Member of the Company after sending of the Notice and holding shares as of the cut-off date may follow steps mentioned below under “Login method for remote e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode.”
- viii. 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 Kfintech 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:

- I) **Login method for remote e-Voting for Individual shareholders holding securities in demat mode.**

Type of shareholders	Login Method
<u>Individual Shareholders holding securities in demat mode with NSDL</u>	1. User already registered for IDeAS facility: - Visit URL: https://eservices.nsdl.com - Click on the “Beneficial Owner” icon under “Login” under ‘IDeAS’ section. - On the new page, enter User ID and Password. Post successful authentication, click on “Access to e-Voting” - 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. 2. User not registered for IDeAS e-Services - To register click on link : https://eservices.nsdl.com - Select “Register Online for IDeAS” or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp - Proceed with completing the required fields. - Follow steps given in points 1 3. Alternatively by directly accessing the e-Voting website of NSDL - Open URL: https://www.evoting.nsdl.com/ - 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. - Post successful authentication, you will requested to select the name of the company and the e-Voting Service Provider name, i.e.KFintech. - On successful selection, you will be redirected to KFintech e-Voting page for casting your vote during the remote e-Voting period.
<u>Individual Shareholders holding securities in demat mode with CDSL</u>	1. Existing user who have opted for Easi / Easiest - Visit URL: https://web.cdslindia.com/myeasi/home/login or URL: www.cdslindia.com - Click on New System Myeasi - Login with your registered user id and password. - The user will see the e-Voting Menu. The Menu will have links of ESP i.e. KFintech e-Voting portal. - Click on e-Voting service provider name to cast your vote. 2. User not registered for Easi/Easiest - Option to register is available at https://web.cdslindia.com/myeasi/Registration/EasiRegistration - Proceed with completing the required fields. - Follow the steps given in point 1 3. Alternatively, by directly accessing the e-Voting website of CDSL

	I. Visit URL: www.cdslindia.com II. Provide your demat Account Number and PAN No. III. System will authenticate user by sending OTP on registered Mobile & Email as recorded in the demat Account. IV. After successful authentication, user will be provided links for the respective ESP, i.e KFintech where the e- Voting is in progress.
<u>Individual Shareholder login through their demat accounts / Website of Depository Participant</u>	I. You can also login using the login credentials of your demat account through your DP registered with NSDL /CDSL for e-Voting facility. II. Once logged-in, 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. III. 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 respective websites.

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
Securities held with NSDL	Please 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
Securities held with CDSL	Please 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:

- II) Login method for e-Voting for shareholders other than Individual's shareholders holding securities in demat mode and shareholders holding securities in physical mode.**

(A) Members whose email IDs are registered with the Company/ Depository Participants (s), will receive an email from KFintech which will include details of E-Voting Event Number (EVEN), USER ID and password. They will have to follow the following process:

- i. Launch internet browser by typing the URL: <https://emeetings.kfintech.com/>
- ii. Enter the login credentials (i.e. User ID and password). In case of physical folio, User ID will be EVEN (E-Voting Event Number) 9379, followed by folio number.-In case of Demat account, User ID will be your DP ID and Client ID. However, if you are already registered with KFintech for e-voting, you can use your existing User ID and password for casting the vote.
- iii. After entering these details appropriately, click on “LOGIN”.
- iv. You will now reach password change Menu wherein you are required to mandatorily change your password. 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 (@,#,\$, etc.,). The system will prompt you to change your password and update your contact details like mobile number, email ID etc. on first login. You may also enter a secret question and answer of your choice to retrieve your password in case you forget it. It is strongly recommended that you do not share your password with any other person and that you take utmost care to keep your password confidential.
- v. You need to login again with the new credentials.
- vi. On successful login, the system will prompt you to select the “EVEN” i.e., “9379”
- vii. On the voting page, enter the number of shares (which represents the number of votes) as on the Cut-off Date under “FOR/AGAINST” or alternatively, you may partially enter any number in “FOR” and partially “AGAINST” but the total number in “FOR/AGAINST” taken together shall not exceed your total shareholding as mentioned herein above. You may also choose the option ABSTAIN. If the Member does not indicate either “FOR” or “AGAINST” it will be treated as “ABSTAIN” and the shares held will not be counted under either head.
- viii. Members holding multiple folios/demat accounts shall choose the voting process separately for each folio/ demat accounts.
- ix. Voting has to be done for each item of the notice separately. In case you do not desire to cast your vote on any specific item, it will be treated as abstained.
- x. You may then cast your vote by selecting an appropriate option and click on “Submit”.
- xi. A confirmation box will be displayed. Click “OK” to confirm else “CANCEL” to modify. Once you have voted on the resolution (s), you will not be allowed to modify your vote. During the voting period, Members can login any number of times till they have voted on the Resolution(s).

xii. The Board of Directors has appointed Mr. Pramod S.M. (FCS Membership No. 7834 and Certificate of Practice No.13784), Partner, BMP & Co., LLP, Practicing Company Secretaries as the Scrutinizer and Mr. Biswajit Ghosh, (FCS Membership No. 8750 and Certificate of Practice No. 8239), Partner, BMP & Co., LLP, Practicing Company Secretaries, as an alternate scrutinizer to Mr. Pramod S.M as the Scrutinizer to scrutinize the e-voting process in a fair and transparent manner.

xiii. Corporate/Institutional Members (i.e. other than Individuals, HUF, NRI etc.) are also required to send scanned certified true copy (PDF Format) of the Board Resolution/Authority Letter etc., authorizing its representative to cast its vote through remote e-voting. together with attested specimen signature(s) of the duly authorised representative(s), to the Scrutinizer at email id pramod@bmpandco.com with a copy marked to evoting@kfintech.com. The scanned image of the above-mentioned documents should be in the naming format “Corporate Name_Even No.”

The results of the electronic voting shall be declared to the Stock Exchanges after the closure of e-voting. The results along with the Scrutinizer’s Report, shall also be placed on the website of the Company on or before Tuesday, 10th February, 2026.

STATEMENT PURSUANT TO SECTION 102(1) OF THE COMPANIES ACT, 2013, READ WITH RULE 22 OF THE COMPANIES (MANAGEMENT AND ADMINISTRATION) RULES, 2014 AND ADDITIONAL INFORMATION AS REQUIRED UNDER THE SECURITIES AND EXCHANGE BOARD OF INDIA (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015 AND CIRCULARS ISSUED THEREUNDER:

The following Statement sets out all material facts relating to the Special Business proposed in this Postal Ballot Notice:

Item No. 1

The Board of Directors at its meeting held on November 08, 2025, based on the recommendation of the Nomination and Remuneration Committee and subject to the approval of the shareholders, has re-appointed Mr. Rabindra Srikantan as Managing Director of the Company with effect from November 9, 2025, to hold office for a term of five (5) consecutive years, i.e., from November 9, 2025 to November 8, 2030 (both days inclusive), in compliance with the applicable provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. During his tenure of appointment, he shall not be liable to retire by rotation as provided under Section 152(6) of the Act.

Given the fact that Mr. Rabindra is the Founder and Director of the Company, as well as a successful entrepreneur with over 35 years of experience in the areas of ER&D and design-led manufacturing, and considering his skills, expertise, and achievements during his previous term as Managing Director, the Board believes that it would be beneficial to the Company to continue to avail his services as Managing Director.

Further, Mr. Rabindra Srikantan has also confirmed he is not in any way disqualified from being appointed as Director in terms of Section 164 of the Act and is also not debarred from holding the office of Director by virtue of any order of SEBI or any other such Authority. The Company has also received a declaration from Mr. Rabindra Srikantan that he satisfies the conditions as required for the appointment as Managing Director as per sections 196 and 197 read with Schedule V of the Companies Act, 2013.

The Company has received notice from the member of the Company under Section 160 of the Act proposing his candidature for re-appointment as Managing Director.

Further, it is proposed to pay a remuneration up to Rs. 3,60,00,000/- (Rupees Three crores sixty lakhs only) per annum for the first three (3) years of his tenure as Managing Director, i.e., from November 09, 2025 to November 08, 2028, by way of salary, perquisites, and other remuneration within the permissible limits under the applicable provisions of the Act.

Information in respect of Mr. Rabindra Srikantan: (As required under Section II, Part II of Schedule V of the Companies Act, 2013)

I. General information:

- (1) Nature of industry: Design Led Manufacturing
- (2) Date of commencement of commercial production: August 10, 1992
- (3) In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus: Not applicable
- (4) Financial performance based on given indicators: Details are given under the heading financial performance of Directors report of Annual Report 2024-25 as already circulated to members and available on the website of the Company at www.asmltd.com Further quarterly results are also available on the aforesaid website.
- (4) Foreign investments or collaborations – The Company has invested in 6 subsidiaries abroad.

II. Information about the appointee:

(1) Background details: Rabindra holds dual MS degrees in Computer Engineering and Computer Science from the University of Louisiana, USA, BE in Electrical and Electronics from PSG College of Technology, Coimbatore and schooling from Hyderabad Public School, Begumpet. (<https://www.linkedin.com/in/rabindra-srikantan-20476212>)

Rabindra Srikantan, founder and Managing Director of ASM Technologies Ltd (www.asmltd.com), a successful entrepreneur with over 35 years' of experience in the areas of ER & D and Design Led Manufacturing.

Rabindra Srikantan is the President and Chief Operating officer of ASM Digital Technologies Inc. USA, Director of ASM Digital Technologies Pte Ltd, Singapore and Designated Partner of RV Forms and Gears LLP.

ASM Technologies Limited is a publicly listed company in India. With over three decades of experience in the areas of Engineering Services, Design Led Manufacturing. ASM is focused on two main verticals: Semiconductor/ Electronic Equipment and Transportation. ASM has multiple delivery locations in India with a global presence in USA, Singapore, UK, Canada, Japan and Mexico.

He oversees ASM Ventures , this arm of ASM Invests in early stage companies in India and overseas in the areas of Cybersecurity, Networking, Wireless, Smart Manufacturing, IIoT

ASM has been supporting innovation, education and sports through its Social Responsibility focused for young minds through charitable organisations,

Rabindra is Chairman- CII Karnataka, Charter Member -TiE, Member – Former Member NASSCOM Engineering R&D Council, Past National Executive Council Member- Indo American Chamber of Commerce and Past Chairman -Indo American Chamber of Commerce.

(2) Past remuneration of Mr. Rabindra Srikantan for 3 preceding Financial Years:

Year	Remuneration (Rs. In)
2024-25	Rs. 3,54,24,005 pa
2023-24	Rs.1,17,46,004 pa
2022-23	Rs.1,70,00,010 pa.

(3) Recognitions or awards:

- President, ASM Digital Technologies Inc., USA
- Director, ASM Technologies KK, Japan
- Director, ASM Digital Technologies Pte Ltd, Singapore
- Director, ASM Engineering Pvt Ltd, UK

Mr. Rabindra Srikantan has been instrumental in leading ASM's global expansion and innovation efforts.

Under Mr. Rabindra's leadership, ASM has also expanded its portfolio through significant investments in Design Led Manufacturing.

In collaboration with Hind High Vacuum, Mr. Rabindra established a joint venture to focus on design-led engineering and manufacturing of tools, subsystems, and components for the semiconductor and solar industries. This partnership underscores ASM's commitment to advancing technological innovation.

Under his leadership the company has new manufacturing facility.

Professional Affiliations

- Chairman, CII Karnataka
- Charter Member, TiE
- Member, NASSCOM Engineering R&D Council
- Past National Executive Council Member, Indo American Chamber of Commerce
- Past Chairman, Indo American Chamber of Commerce, Bangalore Chapter

Mr. Rabindra Srikantan's visionary leadership and strategic initiatives have positioned ASM as a formidable player in the global technology and manufacturing landscape. His contributions continue to drive the company's growth and innovation, earning him recognition and respect in the industry.

(4) Job profile and his suitability: The position of Managing Director of a Company is entrusted with substantial powers of management having total control on general conduct and management of the business affairs of the Company. Rabindra holds dual MS degrees in Computer Engineering and Computer Science from the University of Louisiana, USA. Completed his Bachelor of Engineering in Electrical and Electronics from PSG College of Technology, Coimbatore and did his schooling from Hyderabad Public School, Begumpet.

Rabindra has professional experience in the areas including, R & D, Engineering, Manufacturing. He has implemented operational strategies to improve Quality and customer satisfaction ratings. His philosophy of driving continuous business reformation by leveraging on state-of-the-art technologies, backed by a strong customer driven service perspective, has enabled ASM to emerge as one of the leading Product R & D and Engineering Services organisation.

(5) Remuneration Proposed: The said remuneration proposed as aforementioned: Consolidated remuneration of Rs. 3,60,00,000 per annum from 09/11/2025 to 08/11/2028

(6) Comparative remuneration profile with respect to industry, size of the company, profile of the position and person: Considering the responsibility shouldered on him of the enhanced business activities of the Company, Proposed remuneration is commensurate with Industry standards and the pivotal position of the Board held by him.

(6) Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel or other director, if any.: Ms. Preeti Rabindra is wife of Rabindra Srikantan.

III. Other information:

1 Reasons of loss or inadequate profits: The Company is currently profitable; however, there may be instances of inadequacy of profits or situations where the proposed remuneration exceeds the limits prescribed under Section 197 of the Companies Act, 2013. Nevertheless, the remuneration proposed is in line with industry standards applicable to managerial personnel of a similar level and cadre.

2 Steps taken or proposed to be taken for improvement: The Company plans to improve operating cash flows through cost synergies and exploring avenues of enhancing revenues.

3. Expected increase in productivity and profit in measurable terms: The overall productivity and profits are expected to increase as per the business outlook provided in the Management Discussion and Analysis Report of the Annual Report 2024-25 circulated to members and available on the website of the Company at www.asmltd.com

The detailed profile of Mr. Rabindra Srikantan as required under Regulation 36(3) of the Listing Regulations and Secretarial Standards on General Meetings issued by the Institute of Company Secretaries of India, are set out below:

Name of the Director	Mr. Rabindra Srikantan
Director Identification Number (DIN)	00024584
Category and Designation	Executive- Managing Director
Date of Birth and Age	24/01/1961, about 64 years
Brief Profile, Qualification and Experience	Rabindra holds dual MS degrees in Computer Engineering and Computer Science from the University of Louisiana, USA, BE in Electrical and Electronics from PSG College of Technology, Coimbatore and schooling from Hyderabad Public School, Begumpet. (https://www.linkedin.com/in/rabindra-srikantan-20476212) Rabindra Srikantan, founder and Managing Director of ASM Technologies Ltd (www.asmltd.com), a successful entrepreneur with over 35 years' of experience in the areas of ER & D and Design Led Manufacturing. Rabindra Srikantan is the President and Chief Operating officer of ASM Digital Technologies Inc. USA, Director of ASM Digital Technologies Pte Ltd, Singapore and Designated Partner of RV Forms and Gears LLP. ASM Technologies Limited is a publicly listed company in India. With over three decades of experience in the areas of Engineering Services, Design Led Manufacturing. ASM is focused on two main verticals: Semiconductor/ Electronic Equipment and Transportation. ASM has multiple delivery locations in India with a global presence in USA, Singapore, UK, Canada, Japan and Mexico. He oversees ASM Ventures , this arm of ASM Invests in early stage companies in India and overseas in the areas of Cybersecurity, Networking, Wireless, Smart Manufacturing, IIoT ASM has been supporting innovation, education and sports through its Social Responsibility focused for young minds through charitable organisations, Rabindra is Chairman- CII Karnataka, Charter Member -TiE, Member – Former Member NASSCOM Engineering R&D Council, Past National Executive Council Member- Indo American Chamber of Commerce and Past Chairman -Indo American Chamber of Commerce.

Nature of expertise in specific functional areas	Areas of ER & D and Design Led Manufacturing.			
Terms and conditions of appointment/ re-appointment	Appointment as a Managing Director not liable to retire by rotation.			
Date of first appointment on the Board	10 th August 1992			
No. of meetings of the Board and Committee attended during FY 2024-25 and FY 2025-26 (upto the date of Notice)	Mr. Rabindra Srikantan’s attendance at the Board meeting of the Company during FY 2024-25 was:			
	Meeting type	No. of meetings entitled to attend	No. of meetings attended	Attendance %
	Board meeting	8	8	100%
	Committee meeting	6	6	100%
Directorships held in other companies	Deccan Cements Limited ASM HHV Engineering Private Limited Preindra Global Private Limited			
Listed Entities from which he has resigned as Director in past 3 years	None			
Memberships/Chairpersonships of Committees held (including this Company)	Company: Member of Stakeholder relationship Committee, Nomination and Remuneration Committee and Corporate Social responsibility Committee. Deccan Cements Limited: Member of Audit Committee, Nomination and remuneration committee and Chairperson of Risk Management Committee			
Details of remuneration sought to be Paid	The Company proposes to pay remuneration as stated above.			
Remuneration last drawn (2024-25)	INR 35.42 Million			
Number of Equity Shares held in the Company, including shareholding as a beneficial owner	60,64,262 equity shares (as of September 30, 2025)			
Inter-se relationship with other Directors	Ms. Preeti Rabindra is wife of Rabindra Srikantan			

and KMP of the Company	
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As per Regulation 17(1C)(a) of the Listing Regulations, the listed entity shall ensure that approval of shareholders for the appointment or re-appointment of a person on the Board of Directors or as a manager is taken at the next general meeting or within a time period of three months from the date of appointment, whichever is earlier. Further, pursuant to the provisions of Section 197 read with Schedule V of the Act, approval of the members is required for payment of remuneration in the event of absence or inadequacy of profits.

Accordingly, the approval of members is sought for the re-appointment of Mr. Rabindra Srikantan as Managing Director along with the remuneration payable.

In view of the background, qualification and experience of Mr. Rabindra Srikantan, the Board of Directors considers his reappointment as Managing Director to be in the best interest of the Company and accordingly recommends Special Resolution as set out in the resolution no. 1 of this postal ballot notice for the approval of Members.

Except Mr. Rabindra Srikantan, and Preethi Rabindra and their relatives, none of the other Directors, Key Managerial Personnel of the Company or their relatives, are in any way concerned or interested financially or otherwise in the Resolution set out at Item no. 1 of this notice, except to the extent of their shareholding, if any, in the Company.

By order of the Board of Directors
For ASM Technologies Limited

Sd/-

Vanishree Kulkarni
Company Secretary and
Compliance Officer (FCS: 13306)

Date: January 07, 2026
Place: Bangalore

Address: 80/2, Lusanne Court, Richmond Road,
Bangalore, Karnataka, India, 560025.
