

Notice

Notice is hereby given that the Forty First (41st) Annual General Meeting (AGM) of Kanco Tea & Industries Limited will be held on Tuesday, 13th August, 2024 at 11:00 a.m. IST through Video Conferencing ("VC")/Other Audio Visual Means ("OAVM") to transact the following business:

Ordinary Business:

1. To receive, consider and adopt the Audited Financial Statements (Standalone and Consolidated) of the Company for the financial year ended 31st March, 2024, together with the reports of the Board of Directors and Auditors thereon;
2. To appoint a director in place of Mr. Dipankar Samanta (DIN: 10176966) who retires by rotation and being eligible, offers himself for re-appointment.
3. To re-appoint M/s NKSJ & Associates, Chartered Accountants having Registration No. 329563E as Statutory Auditors of the Company from the conclusion of the 41st AGM until the conclusion of the 46th AGM and to fix their remuneration and to pass the following resolution as an Ordinary Resolution:

"RESOLVED THAT pursuant to the provisions of Section 139, 142 and all other applicable provisions of Companies Act, 2013 read with Rules made thereunder (including any statutory modification(s) or re-enactment thereof, for the time being in force) and on the recommendation of the Audit Committee, M/s NKSJ & Associates, Chartered Accountants having Registration No. 329563E be and are hereby re-appointed as the Statutory Auditors of the Company for a further term of 5 (five) years from the conclusion of the 41st Annual General Meeting of the Company till the conclusion of the 46th Annual General Meeting at a remuneration of Rs.1,50,000/- (Rupees One Lakh Fifty Thousand Only) p.a. plus out of pocket expenses and taxes, if any."

"RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to do all acts and take all such steps as may be necessary, proper or expedient to give effect to this resolution."

Special Business:

4. Re-appointment of Mrs. Anuradha Kanoria as Whole time Director of the Company

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

"RESOLVED THAT pursuant to the provisions of Sections 196 and 197 read with Schedule V and other applicable provisions of the Companies Act, 2013 ('Act'), if any, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and Regulation 17 and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and the enabling provisions of Articles of Association of the Company and on recommendations of the Nomination and Remuneration Committee and Board of Directors of the Company, approval of the Members of the Company be and is hereby accorded to re-appoint Mrs. Anuradha Kanoria, (DIN:00081172) as the Whole-time Director of the Company not liable to retire by rotation, for a period of three years with effect from 1st December, 2024, on such terms and conditions including remuneration as set out in the explanatory statement annexed to this Notice"

"RESOLVED FURTHER THAT the Board be and is hereby authorized to increase, alter, vary and modify the said terms of re-appointment including remuneration payable to Mrs. Anuradha Kanoria during her tenure as per the provisions of the Act, but so as not to exceed the limits specified in Schedule V of the Companies Act, 2013 or any amendments thereto or enactments thereof, with effect from such date as may be decided by it"

"RESOLVED FURTHER THAT in the event of loss or inadequacy of profits during the financial year, the aggregate salary perquisites, bonus, benefits, allowances and other payments to Mrs. Anuradha Kanoria as set out in the explanatory statement annexed to this Notice shall be paid as minimum remuneration subject to compliance with the provisions to the Act, Rules framed thereunder and limits specified under Schedule V thereto for the time being in force."

"RESOLVED FURTHER THAT the Board be and is hereby authorized to do all such acts, deeds and things and to sign all such documents and writings as may be necessary to give effect to this resolution and for matters connected therewith or incidental thereto."

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5. Appointment of Mr. Rohinton Kurus Babaycon as an Independent Director

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

"RESOLVED THAT pursuant to the provisions of Sections 149,152 and any other applicable provisions, if any, of the Companies Act, 2013 (the "Act") and the Companies (Appointment and Qualification of Directors) Rules, 2014 (including any statutory modification(s) or re-enactment thereof, for the time being in force) read with Schedule IV to the Act, the Articles of Association of the Company, Regulation 17(1A) and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, Mr. Rohinton Kurus Babaycon (DIN: 00178546), who was appointed as an Additional Director in the capacity of an Independent Director of the Company by the Board of Directors, with effect from 30th May, 2024, based on the recommendation of the Nomination and Remuneration Committee and subject to the approval of the shareholders and in respect of whom the Company has received a notice in writing under Section 160(1) of the Act from a member proposing his candidature for the office of director of the Company, be and is hereby appointed as an Independent Director of the Company for a period of 5 consecutive years with effect from 30th May, 2024 to 29th May, 2029 and he shall not be liable to retire by rotation."

6. Ratification of remuneration payable to Cost Auditors

To consider and if thought fit, to pass the following resolution as an Ordinary Resolution:

"RESOLVED THAT pursuant to the provisions of Section 148 and all other applicable provisions of the Companies Act, 2013 read with the Companies (Audit and Auditors) Rules, 2014 (including any statutory modification(s) or re-enactment thereof, for the time being in force), M/s A.C.Dutta & Co (Registration No.000125), Cost Accountants appointed by Board of Directors of the Company as the Cost Auditors of the Company, to conduct the audit of the cost records of the Company's Tea Estates namely Mackeypore Tea Estate, Lakmijan Tea Estate and Bamonpookrie Tea Estate situated at Nazira, Sivasagar, Assam-785685 for the financial year ending 31st March, 2025, be paid the remuneration of Rs. 50,000/- p.a (Rupees Fifty Thousand Only) plus out of pocket expenses and taxes, if any."

Registered Office:

Jasmine Tower, 3rd Floor
31, Shakespeare Sarani, Kolkata – 700017
CIN: L15491WB1983PLC035793
Telefax: (033) 22815217
Email: contact@kancotea.in
Website: www.kancotea.in
Dated: 30th May, 2024

By Order of the Board
For : **Kanco Tea & Industries Limited**

Charulata Kabra
Company Secretary
Membership No. F9417

NOTES:

- i. The Ministry of Corporate Affairs ("MCA") has vide its circular dated Circular No. 2/2022 dated May 5, 2022 read together with circulars dated April 8, 2020, April 13, 2020, May 5, 2020, January 13, 2021, December 28, 2022 and September 25, 2023 (collectively referred to as "MCA Circulars"), Securities and Exchange Board of India ("SEBI") vide its circular no. SEBI/HO/CFD/CMD1/CIR/P/2020/79 dated May 12, 2020, circular no. SEBI/HO/CFD/CMD2/CIR/P/2021/11 dated January 15, 2021, SEBI/HO/CFD/CMD2/CIR/P/2022/62 dated May 13, 2022, SEBI/HO/CFD/PoD-2/P/CIR/2023/4 dated January 5, 2023 and SEBI/HO/CFD/CFD-PoD-2/P/CIR/2023/167 dated October 07, 2023 (collectively referred to as "SEBI Circulars") permitted the holding of the Annual General Meeting ("AGM") through VC / OAVM, without the physical presence of the Members at a common venue. In compliance with the MCA Circulars and SEBI Circulars, the AGM of the members of the Company is being held through VC / OAVM. The deemed venue for the 41st AGM shall be the registered office of the Company at Jasmine Tower, 3rd Floor, 31, Shakespeare Sarani, Kolkata – 700017.
- ii. The AGM being held pursuant to the MCA Circulars through VC / OAVM, physical attendance of Members has been dispensed with. Accordingly, the facility for appointment of proxies by the Members will not be available for the AGM and hence the Proxy Form and Attendance Slip are not annexed to this Notice. Since the AGM will be held through VC

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/ OAVM, the Route map is not annexed to this Notice. Corporate Members authorizing its representative to attend the AGM through VC / OAVM on its behalf and to vote through remote e-voting or e-voting during the AGM, are requested to send scanned copy (PDF/JPG) of its Board or governing body Resolution / authority letter, together with attested specimen signature of the duly authorized signatory through email to the Scrutinizer or the Company at aklabhcs@gmail.com with copies marked to the Company at compliance@kancotea.in and to its RTA at rta@cbmsl.com .

- III. The Members can join the AGM in the VC/OAVM mode 15 minutes before and after the scheduled time of the commencement of the Meeting by following the procedure mentioned in the Notice. The facility of participation at the AGM through VC/OAVM will be made available to at least 1000 members on first come first served basis. This will not include large Shareholders (Shareholders holding 2% or more shareholding), Promoters, Institutional Investors, Directors, Key Managerial Personnel, the Chairpersons of the Audit Committee, Nomination and Remuneration Committee and Stakeholders Relationship Committee, Auditors, Scrutinizer, etc. who are allowed to attend the AGM without restriction on account of first come first served basis.
- IV. The attendance of the Members attending the AGM through VC/OAVM will be counted for the purpose of ascertaining the quorum under Section 103 of the Companies Act, 2013.
- V. In line with the Ministry of Corporate Affairs (MCA) Circular No. 17/2020 dated April 13, 2020, the Notice calling the AGM has been uploaded on the website of the Company at www.kancotea.in. The Notice can also be accessed from the websites of the Stock Exchanges i.e., BSE Limited, and the Calcutta Stock Exchange Limited at www.bseindia.com and www.cse-india.com, respectively, and the AGM Notice is also available on the website of CDSL i.e www.evotingindia.com.
- VI. Statement setting out material facts, pursuant to Section 102 of the Companies Act, 2013, in respect to Ordinary Business-1 to 3 and Special Business -4 to 6 of the accompanying Notice is annexed hereto.
- VII. Pursuant to Regulation 36(3) of the Listing Regulations and Secretarial Standards-2 on General Meetings issued by the Institute of Company Secretaries of India, the details in respect of Directors seeking appointment and re-appointment at this AGM are provided as an annexure to the Notice.
- VIII. Pursuant to the provisions of Section 91 of the Companies Act, 2013, the Register of Members and Share Transfer Books of the Company will remain closed from Wednesday, 7th August, 2024 to Tuesday, 13th August, 2024 (both days inclusive) for the purpose of 41st Annual General Meeting.
- IX. SEBI, vide its circular dated 3 November, 2021 (subsequently amended by circulars dated 14 December, 2021, 16 March, 2023 and 17 November, 2023) mandated that the security holders (holding securities in physical form), whose folio(s) do not have PAN or Choice of Nomination or Contact Details or Mobile Number or Bank Account Details or Specimen Signature updated, shall be eligible for any dividend payment in respect of such folios, only through electronic mode with effect from 1 April, 2024, only upon furnishing the PAN, choice of nomination, contact details including mobile number, bank account details and specimen signature..
- X. As per Regulation 40 of SEBI Listing Regulations, as amended, securities of listed companies can be transferred only in dematerialized form with effect from April 1, 2019. Further, transmission or transposition of securities held in physical or dematerialised form shall be affected only in dematerialized form. In view of this and to eliminate all risks associated with physical shares and for ease of portfolio management, members holding shares in physical form are requested to consider converting their holdings to dematerialized form. Members can contact the Company or Company's Registrars and Transfer Agents, M/s. C B Management Services (P) Ltd for assistance.

Members may please note that SEBI vide its Circular No. SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/8 dated January 25, 2022 has mandated the listed companies to issue securities in dematerialized form only while processing service requests, viz. Issue of duplicate securities certificate; renewal/exchange of securities certificate; endorsement; sub-division/splitting of securities certificate; consolidation of securities certificates/folios; transmission and transposition. Further SEBI vide its circular No. SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/65 dated May 18, 2022 has simplified the procedure and standardized the format of documents for transmission of securities. Accordingly, Members are requested to make service requests by submitting a duly filled and signed Form ISR-4 & ISR-5, as the case may be.
- XI. In case of joint holders, the Member whose name appears as the first holder in the order of names as per the Register of Members of the Company will be entitled to vote at the AGM.
- XII. To support the 'Green Initiative', Members who have not yet registered their email addresses are requested to register the same with their DPs in case the shares are held by them in electronic form and with Registrar and Share Transfer

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Agent of the Company, in case the shares are held by them in physical form.

- XIII. Members who have neither received or encashed their dividend warrant(s) for the financial years 2016-2017, 2017-2018 and 2020-2021 to 2022-2023, are requested to write to the Company or its Registrar and Share Transfer Agent, mentioning the relevant Folio Number or DP ID and Client ID, and claim their dividends. Members are requested to note that the dividends not claimed within seven years from the date of transfer to the Company's Unpaid Dividend Account, will, as per Section 124 of the Companies Act, 2013, be transferred to the Investor Education and Protection Fund.
- XIV. Members holding shares in electronic form are hereby informed that bank particulars registered against their respective depository accounts will be used by the Company for payment of dividend. The Company or its Registrars cannot act on any request received directly from the Members holding shares in electronic form for any change of bank particulars or bank mandates. Such changes are to be advised only to the Depository Participant of the Members.
- XV. Members holding shares in physical form are requested to advise any change of address immediately to the Company's Registrar and Share Transfer Agent. Members holding shares in electronic form must send the advice about change in address to their respective Depository Participant only and not to the Company or the Company's Registrar and Share Transfer Agent.
- XVI. SEBI vide Circular Nos. SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/131 dated July 31, 2023, and SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/135 dated August 4, 2023, read with Master Circular No. SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/145 dated July 31, 2023 (updated as on August 11, 2023), has established a common Online Dispute Resolution Portal ("ODR Portal") for resolution of disputes arising in the Indian Securities Market, Pursuant to above-mentioned circulars, the investors can initiate dispute resolution through the ODR Portal (<https://smartodr.in/login>) and the same can also be accessed through the Company's website.
- XVII. Notice of the 41st AGM along with the Annual Report for the year 1st April 2023 to 31st March, 2024, instructions for e-voting and instructions for attending AGM through VC/OAVM, is being sent through electronic mode only to the members whose email addresses are registered with the Company/Depository Participant(s), unless any Member has requested for physical copy of the same. Members may note that the aforesaid documents will also be available on the Company's website www.kancotea.in, websites of the Stock Exchanges i.e. Calcutta Stock Exchange Limited and BSE Limited at www.cse-india.com and www.bseindia.com respectively and on the website of CDSL i.e www.evotingindia.com.
- XVIII. All the documents referred to in the accompanying Notice and the Explanatory Statement shall be available for inspection. Scanned copies of the Register of Directors and Key Managerial Personnel and their Shareholding maintained under Section 170 of the Act and the Register of Contracts or Agreements in which the Directors are interested maintained under Section 189 of the Act will be available for inspection by the Members in electronic mode during the AGM.
- XIX. Members having queries may send their queries in advance seven (7) days prior to meeting mentioning their name, demat account number/folio number, email id, mobile number at (company email id). These queries will be replied to by the company suitably by email.
- XX. Voting through electronic means: **Remote e-voting and e-voting during AGM**
- a. Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 (as amended) and Regulation 44 of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015 (as amended), and MCA Circulars dated April 08, 2020, April 13, 2020, May 05, 2020, January 13, 2021, December 28, 2022 and September 25, 2023, the Company is providing facility of remote e-voting to its Members in respect of the business to be transacted at the AGM. For this purpose, the Company has entered into an agreement with Central Depository Services (India) Limited (CDSL) for facilitating voting through electronic means, as the authorized e-Voting's agency. The facility of casting votes by a member using remote e-voting as well as the e-voting system on the date of the AGM will be provided by CDSL.
 - b. The remote e-voting period begins on Saturday, 10th August, 2024 (9:00 a.m. IST) and ends on Monday, 12th August, 2024 (5:00 P.M) During this period members of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date i.e. Tuesday, 6th August, 2024, may cast their vote electronically. The remote e-voting module shall be disabled by CDSL for voting thereafter. Those Members, who will be present in

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the AGM through VC / OAVM facility and have not cast their vote on the Resolutions through remote e-voting and are otherwise not barred from doing so, shall be eligible to vote through e-voting system during the AGM. The voting rights of Shareholders shall be in proportion to their share in the paid-up equity share capital of the Company as on the Cut-Off Date.

- c. 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 Tuesday, 6th August, 2024.
- d. The Members who have cast their vote by remote e-voting prior to the AGM may also attend / participate in the AGM through VC / OAVM, but shall not be entitled to cast their vote again.
- e. Any person, 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 i.e. Tuesday, 6th August, 2024 may obtain the login ID and password by sending a request at compliance@kancotea.in/ rt@cbmsl.com .
- f. Mr. A.K.Labh, Practising Company Secretary (FCS – 4848 / CP-3238) (Address: A.K.Labh & Co, 40, Weston Street, 3rd Floor, Kolkata - 700013) has been appointed as the Scrutinizer for conducting the remote e-voting and e-voting process at the AGM in a fair and transparent manner.
- g. E-voting Instructions: The details of the process and manner for remote e-voting are explained herein below:
 - i) Pursuant to above said SEBI Circular, Login method for e-Voting and joining virtual meetings **for Individual shareholders holding securities in Demat mode** is given below:

Type of shareholders	Login Method
Individual Shareholders holding securities in Demat mode with CDSL Depository	<ol style="list-style-type: none"> 1) Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The users to login to Easi / Easiest are requested to visit CDSL website www.cdslindia.com and click on Login icon and select New System Myeas Tab. 2) After successful login the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the e-Voting is in progress as per the information provided by company. On clicking the e-Voting option, the user will be able to see e-Voting page of the e-Voting service provider for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting. Additionally, there is also links provided to access the system of all e-Voting Service Providers i.e. CDSL/NSDL/KARVY/LINKINTIME, so that the user can visit the e-Voting service providers' website directly. 3) If the user is not registered for Easi/Easiest, option to register is available at CDSL website www.cdslindia.com and click on Login icon and select New System Myeasi Tab and then click on registration option. 4) Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a e-Voting link available on www.cdslindia.com 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 able to see the e-Voting option where the e-Voting is in progress and also able to directly access the system of all e-Voting Service Providers.

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Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with NSDL Depository	<ol style="list-style-type: none"> 1) 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: https://eservices.nsdl.com 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 company name or e-Voting service provider name and you will be re-directed to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting. 2) If the user is not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select “Register Online for IDeAS “Portal or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp 3) 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. 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 hold 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 company name or e-Voting service provider name and you will be redirected to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.
Individual Shareholders (holding securities in demat mode) login through their Depository Participants (DP)	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. After Successful 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 company name or e-Voting service provider name and you will be redirected to e-Voting service provider website 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 above mentioned website.

Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. CDSL and NSDL

Login type	Helpdesk details
Individual Shareholders holding securities in Demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cDSLindia.com or contact at toll free no.1800225533.
Individual Shareholders holding securities in Demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at :022-48867000 and 022-24997000

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- (ii) Login method for e-Voting and joining virtual meeting for **shareholders other than individual shareholders holding in Demat form & physical shareholders.**
- The shareholders should log on to the e-voting website www.evotingindia.com.
 - Click on "Shareholders" module.
 - Now enter your User ID
 - For CDSL: 16 digits beneficiary ID,
 - For NSDL: 8 Character DP ID followed by 8 Digits Client ID,
 - Shareholders holding shares in Physical Form should enter Folio Number registered with the Company.
 - Next enter the Image Verification as displayed and Click on Login.
 - If you are holding shares in demat form and had logged on to www.evotingindia.com and voted on an earlier e-voting of any company, then your existing password is to be used.
 - If you are a first time user follow the steps given below:

	For Shareholders holding shares in Demat Form other than individual and Physical Form
PAN	Enter your 10 digit alpha-numeric *PAN issued by Income Tax Department (Applicable for both demat shareholders as well as physical shareholders) <ul style="list-style-type: none"> • Shareholders who have not updated their PAN with the Company/Depository Participant are requested to use the sequence number indicated in the PAN field of the email sent to them. • Members who have not registered their email address may obtain the sequence number from the Company after registering their email address as per process defined in point no. xvi
Dividend Bank Details OR Date of Birth (DOB)	Enter the Dividend Bank Details or Date of Birth (in dd/mm/yyyy format) as recorded in your demat account or in the company records in order to login. <ul style="list-style-type: none"> • If both the details are not recorded with the depository or company please enter the member id / folio number in the Dividend Bank details field as mentioned in instruction (v).

- After entering these details appropriately, click on "SUBMIT" tab.
- Shareholders holding shares in physical form will then directly reach the Company selection screen. However, shareholders holding shares in demat form will now reach 'Password Creation' menu wherein they are required to mandatorily enter their login password in the new password field. Kindly note that this password is to be also used by the demat holders for voting for resolutions of any other company on which they are eligible to vote, provided that company opts for e-voting through CDSL platform. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential.
- For shareholders holding shares in physical form, the details can be used only for e-voting on the resolutions contained in this Notice.
- Click on the EVSN for the relevant <KANCO TEA & INDUSTRIES LIMITED>.
- On the voting page, you will see "RESOLUTION DESCRIPTION" and against the same the option "YES/NO" for voting. Select the option YES or NO as desired. The option YES implies that you assent to the Resolution and option NO implies that you dissent to the Resolution.
- Click on the "RESOLUTIONS FILE LINK" if you wish to view the entire Resolution details.

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- (ix) After selecting the resolution you have decided to vote on, click on "SUBMIT". A confirmation box will be displayed. If you wish to confirm your vote, click on "OK", else to change your vote, click on "CANCEL" and accordingly modify your vote.
- (x) Once you "CONFIRM" your vote on the resolution, you will not be allowed to modify your vote.
- (xi) You can also take a print of the votes cast by clicking on "Click here to print" option on the Voting page.
- (xii) If a demat account holder has forgotten the login password then Enter the User ID and the image verification code and click on Forgot Password & enter the details as prompted by the system.
- (xiii) There is also an optional provision to upload BR / POA. BR / POA, if any uploaded will be made available to the scrutinizer for verification.
- (xiv) Note for Non – Individual Shareholders and Custodians
- Non-Individual shareholders (i.e. other than Individuals, HUF, NRI etc.) and Custodians are required to log on to www.evotingindia.com and register themselves in the "Corporates" module.
 - A scanned copy of the Registration Form bearing the stamp and sign of the entity should be emailed to helpdesk.evoting@cdslindia.com.
 - After receiving the login details a Compliance User should be created using the admin login and password. The Compliance User would be able to link the account(s) for which they wish to vote on.
 - The list of accounts linked in the login should be mailed to helpdesk.evoting@cdslindia.com and on approval of the accounts they would be able to cast their vote.
 - It is mandatory that a scanned copy of the Board Resolution and Power of Attorney (POA) which they have issued in favour of the Custodian, if any, should be uploaded in PDF format in the system for the scrutinizer to verify the same.
 - Alternatively Non Individual shareholders are required to send the relevant Board Resolution/ Authority letter etc. together with attested specimen signature of the duly authorized signatory who are authorized to vote, to the Scrutinizer and to the Company at the email address viz; aklabhcs@gmail.com/ compliance@kancotea.in, if they have voted from individual tab & not uploaded same in the CDSL e-voting system for the scrutinizer to verify the same.
- (xv) All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL,) Central Depository Services (India) Limited, A Wing, 25th Floor, Marathon Futurex, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai - 400013 or send an email to helpdesk.evoting@cdslindia.com or contact at toll free no. 1800225533.
- (xvi) **Process for those shareholders whose email addresses are not registered with the Depositories/ Company for obtaining login credentials for e-voting for the resolutions proposed in this notice:**
- For Physical Shareholders : Register / update the details in prescribed Form ISR 1 duly filed and signed with C B Management Services Pvt. Ltd., Registrar and Share Transfer Agent ("RTA") of the Company at rta@cbmsl.com Members may download the prescribed forms from www.kancotea.in /www.cbmsl.com.
 - For Demat shareholders: Please register/update your email id and mobile number with your respective Depository Participant.
 - For Individual Demat shareholders: Please update your email id and mobile number with your respective Depository Participant which is mandatory while e-voting and joining virtual meetings through Depository.

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- **Instructions for Members attending the Annual General Meeting (AGM) through VC/OAVM and e-voting during the Annual General Meeting (AGM) are as under:**
 1. The procedure for attending meeting & e-Voting on the day of the AGM/ EGM is same as the instructions mentioned above for Remote e-voting.
 2. The link for VC/OAVM to attend meeting will be available where the EVSN of Company will be displayed after successful login as per the instructions mentioned above for Remote e-voting.
 3. Only those members, who are present in the AGM through VC/OAVM facility and have not casted their vote on the Resolutions through remote e-Voting and are otherwise not barred from doing so, shall be eligible to vote through e-Voting system available during the AGM.
 4. If any Votes are cast by the shareholders through the e-voting available during the AGM and if the same shareholders have not participated in the meeting through VC/OAVM facility, then the votes cast by such shareholders shall be considered invalid as the facility of e-voting during the meeting is available only to the shareholders attending the meeting.
 5. Shareholders who have voted through Remote e-Voting will be eligible to attend the AGM. However, they will not be eligible to vote at the AGM. If a member casts vote(s) by both modes, then voting done through remote e-voting shall prevail and vote(s) cast at the Meeting shall be treated as "INVALID"
 6. Members are encouraged to join the Meeting through Laptops / IPads for better experience.
 7. Further members will be required to allow Camera and use Internet with a good speed to avoid any disturbance during the meeting.
 8. Please note that Participants Connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/Video loss due to Fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.
 9. Members who would like to express their views or ask questions during the AGM may register themselves as a speaker by sending their request from their registered email address mentioning their name, DP ID and Client ID/folio number, PAN, mobile number at compliance@kancotea.in from Monday, 22nd July, 2024 (9:00 a.m. IST) to Saturday, 27th July, 2024 (5:00 p.m. IST). Those Members who have registered themselves as a speaker will only be allowed to express their views/ask questions during the AGM. The Company reserves the right to restrict the number of speakers depending on the availability of time for the AGM.
 10. If you have any queries or issues regarding attending AGM & e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cdslindia.com or contact at toll free no. 1800 22 55 33.

h. General Information

1. The Scrutinizer shall, immediately after the conclusion of voting at the AGM, count the votes cast at the Meeting, thereafter unblock the votes cast through remote e-Voting in the presence of at least two witnesses who are not in the employment of the Company and make, not later than 48 hours of conclusion of the Meeting, a consolidated Scrutinizer's Report of the total votes cast in favour or against, if any, to the Chairman or to a person authorized by the Chairman in writing who shall countersign the same.
2. The Chairman or the person authorized by him in writing shall forthwith on receipt of the consolidated Scrutinizer's Report, declare the Results of the voting. The Results declared, along with the Scrutinizer's Report, shall be placed on the Company's website and on the website of CDSL immediately after the results is declared and communicated to the Stock Exchanges where the equity shares of the Company are listed.
3. Subject to the receipt of requisite number of votes, the Resolutions forming part of the Notice of Annual General Meeting shall be deemed to be passed on the date of the AGM i.e., 13th August, 2024.

Notice

EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013 AND SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

Item No- 3

The Members of the Company at the 36th Annual General Meeting held on 13th August, 2019 approved the appointment of M/s NKSJ & Associates, Chartered Accountants (Registration No. 329563E), as the Auditors of the Company for a period of five years from the conclusion of the said AGM. NKSJ & Associates will complete their present term on conclusion of this AGM in terms of the said approval and Section 139 of the Companies Act, 2013 read with the Companies (Audit and Auditors) Rules, 2014. The present remuneration of NKSJ & Associates for conducting the audit for the financial year 2023-2024, as approved by the Members, is Rs. 1,50,000 plus taxes as applicable, and reimbursement of out-of-pocket expenses incurred.

The Board of Directors of the Company, on the recommendation of the Audit Committee, at its meeting held on 30th May, 2024 proposed the re-appointment of M/s NKSJ & Associates, Chartered Accountants (Registration No. 329563E), as the Statutory Auditors of the Company for a further term of five years from the conclusion of this AGM till the conclusion of the 46th AGM.

M/s NKSJ & Associates have consented to the aforesaid re-appointment and confirmed that their re-appointment, if made, will be in accordance with the provisions of Sections 139,141 and other relevant provisions of the Act and the Companies (Audit and Auditors) Rules, 2014

Details as required under Regulation 36(5) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are as under:

- The fee proposed to be paid to M/s NKSJ & Associates towards Statutory Audit for the financial year 2024-2025 shall be Rs. 1,50,000 plus out-of-pocket expenses with the authority to the Board to make revision as it may deem fit based on the recommendation of the Audit Committee.
- The fee for services in the nature of various reports/certificates and other permissible non audit services will be in addition to the statutory audit fee as above and will be decided by the management in consultation with the Auditor and the same shall be approved by the Audit Committee.

The Audit Committee and the Board of Directors have taken into consideration various parameters like audit experience in the Company's operating segments, market standing of the firm, clientele served, technical knowledge etc., while recommending the re-appointment of M/s NKSJ & Associates as the Statutory Auditors of the Company.

M/s NKSJ & Associates, established in the year 2006, is a member firm of Chartered Accountants of India (ICAI) with Registration No. 329563E. The firm has a valid Peer Review Certificate.

None of the Directors and Key Managerial Personnel, or any of their respective relatives, are in any way concerned or interested whether financially or otherwise in the resolution set out at item No.3 of the Notice.

The Board recommends the resolution to be passed as Ordinary Resolution by the Members.

Item No- 4

Mrs. Anuradha Kanoria, born on 16th August, 1962, aged about 62 years, is an Arts Graduate with honours from Lady Shri Ram College under Delhi University. She has vast experience in Tea Industry and has served as a past president of Ladies Study Group (Wing of Indian Chamber of Commerce).

The Board of Directors at their meeting held on 30th May, 2024 had, subject to the approval of the members, re-appointed Mrs. Anuradha Kanoria as Whole time Director, for a period of 3(three) years from the expiry of her present term, which will expire on 30th of November, 2024, at the remuneration recommended by the Nomination and Remuneration Committee and approved by the Audit Committee and Board of Directors.

It is proposed to seek member's approval for the re-appointment of and remuneration payable to Mrs. Anuradha Kanoria as Whole time Director of the Company, in terms of the applicable provisions of the Act.

Notice

Particulars of the terms of appointment of and remuneration payable to her are as under:

1. **Salary(Basic) per month:** Rs.3,25,000/-in the scale of Rs.3,50,000/- 3,75,000/-
2. **Allowances/Perquisites**

Housing:-

Expenditure incurred by the Company on hiring furnished accommodation for the Wholetime Director subject to a maximum of 15% of the basic salary relevant for the concerned period shall be deducted by the Company.

OR

In case Company owned and furnished accommodation is provided no allowance shall be paid.

OR

In case no accommodation- owned or hired-is provided by the Company, the Whole-time Director shall be entitled to 30% of the basic salary relevant for the concerned period as and by way of House rent allowance.

Gas/Electricity/ Water and Furniture/fixtures:-

Expenditure incurred to be valued as per Income Tax Rules, 1962

Medical Reimbursement

Expenditure incurred by the Whole-time Director and her family, subject to a ceiling of one month salary (basic) in a year or three month salary (basic) over a period of three years.

Leave Travel Concession

For Self and family in accordance with the Rules of the Company.

Term Insurance

As per the scheme of the Company provided the Annual Premium does not exceed Rs.10000/-.

Club Fees

Actual Fees for a maximum of two clubs. Admission fee and life membership fee shall not be paid by the Company.

3. The following shall not be included in the computation of ceiling on remuneration specified above:

- a) Contribution to Provident Fund will be as per Scheme of the Company but restricted to the amount not taxable under the Income Tax Act, 1961.
 - b) Gratuity payable shall be at a rate not exceeding 15 days salary for each completed year of service or part thereof in excess of six months as per Scheme of the Company.
 - c) Thirty Five days leave with full pay and perquisites, subject to a maximum accumulation of leave for 90 days. Leave encashment at the end of the service shall not be taken into computation.
 - d) Encashment of un-availed leave at the end of the tenure or at specified intervals will be as per Scheme of the Company.
 - e) Provision of car for use in relation to Company's business and telephone at residence will not be considered as perquisites. Personal long distance calls on telephone and use of car for private purpose shall be billed by the Company to the Whole-time Director.
4. THAT Mrs. Anuradha Kanoria shall not be paid any sitting fee for attending the meeting of the Board of Directors or any committee thereon.

In the event of loss or inadequacy of profits

In the event of loss or inadequacy of profits in any financial year, the Whole time Director shall be paid a monthly remuneration as mentioned above not exceeding the applicable ceiling laid down in Section II of Part II of Schedule V of the Companies Act, 2013.

Notice

General:

1. The Whole time Director will perform her duties with regard to all work of the Company and will manage and attend to such business and carry out the orders and directions given by the Board from time to time in all respects and conform to and comply with all such directions and regulations as may from time to time be given and made by the Board.
2. The Whole time Director shall act in accordance with the Articles of Association of the Company and shall abide by the provisions contained in Section 166 of the Act with regard to duties of directors.
3. Mrs. Anuradha Kanoria will be reimbursed by the Company all entertainment and other expenses actually incurred by her in connection with the business of the Company, subject to such limits as may be fixed by the Board from time to time. Entertainment expenses so reimbursed shall not be included in the computation of the ceiling on perquisites.
4. During the tenure of her employment, Mrs. Kanoria shall not be interested or otherwise concerned directly or indirectly or through any of her relatives in any selling or buying agency or any of the suppliers/vendors of the Company except to the extent permissible by the laws prevailing at that time or is reasonable enough to carry on her duties.
5. Mrs. Kanoria and the Company shall have the rights to terminate the appointment by giving six month notice in writing to the other.
6. The terms and conditions of this agreement of service may be varied from time to time by the Board of Directors of the Company, within the maximum amount payable Mrs. Kanoria in accordance with the applicable provisions of the Companies Act, 2013.
7. Subject to supervision, direction and control of the Board, Mrs. Kanoria would be entrusted with power of management. Her powers shall be such as are necessary for the overall general management of the Company and such as may be conferred upon her by the Board from time time as it may deem fit/ expedient.

Mrs. Anuradha Kanoria satisfies all the conditions set out in Part-I of Schedule V to the Act as also conditions set out in sub-section (3) of Section 196 of the Act for being eligible for her re-appointment. She is not disqualified from being appointed as a Director under Section 164(2) of the Companies Act, 2013 read with Rule 14(1) of the Companies (Appointment and Qualification of Directors) Rules, 2014. She is holding 549441 equity shares in the Company.

Mrs. Anuradha Kanoria is interested in the resolution set out at item No. 4 which pertains to her re-appointment and remuneration payable to her as a Whole time Director. Mr. Umang Kanoria, who is the spouse of Mrs. Anuradha Kanoria and also the Managing Director of the Company and their other relatives, to the extent of their shareholding in the Company, may be deemed to be concerned or interested in the resolution set out at item No.4 of the Notice.

Save and except the above, none of the other Directors and Key Managerial Personnel, or any of their respective relatives, are in any way concerned or interested whether financially or otherwise in the resolution set out at item No.4 of the Notice

The Board recommends the resolution to be passed as Special Resolution by the Members.

Item No-5

Pursuant to the Articles of Association of the Company and in terms of Sections 149, 150, 152, 161(1) and any other applicable provisions, if any, of the Companies Act, 2013 (the "Act") as amended and on the recommendation of the Nomination and Remuneration Committee of the Company Mr. Rohinton Kurus Babaycon (DIN: 00178546) was appointed as an Additional Director of the Company in the Independent category with effect from 30th May, 2024 to hold office for a term of five consecutive years subject to the approval of the Members in the General Meeting. The Company has received a notice under Section 160 of the Companies Act, 2013 from a Member proposing his candidature for appointment as director of the Company.

Mr. Rohinton Kurus Babaycon born on 28th March, 1951 is a Master's in Business Administration (International Business) from University of Western Sydney and also holds Bachelor Degree in Science. Mr. Rohinton Kurus Babaycon has rich experience in the overall management at the corporate level. Marketing, Finance and IT. He has been in the Tea Industry since 1973 and has exposure of more than 50 years, He had been associated with may reputed Companies and is presently on the Board of NRB Estates Private Limited.

Notice

As per Regulation 17(1A) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, with effect from April 1, 2019, no listed company shall appoint or continue the directorship of a non-executive director who has attained the age of 75 years, unless a special resolution is passed to that effect and justification thereof is indicated in the explanatory statement annexed to the notice for such appointment. Considering the fact that Mr. Rohinton Kurus Babaycon is 73 years of age at present and will attain 75 years age during his tenure. It is therefore necessary to approve continuation of his directorship on the Board of Directors of the Company by way of a special resolution.

Mr. Babaycon is not disqualified from being appointed as a Director in terms of Section 164 of the Companies Act, 2013 as amended. The Company has received declaration from him confirming that he meets the criteria of independence as prescribed both under Section 149(6) of the Companies Act, 2013 read with rules as amended and Regulation 16(b), 25(8) of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015. Mr. Babaycon does not hold by himself or for any other person on a beneficial basis, any shares in the Company.

It is proposed to appoint Mr. Babaycon as an Independent Director of the Company, to hold office for five consecutive years with effect from 30th May, 2024 not liable to retire by rotation.

Mr. Babaycon is concerned or interested in the resolution set out at item No. 5, which pertains to his appointment. The relatives of Mr. Babaycon may be deemed interested in the resolution set out at item No. 5 of the Notice, to the extent of their shareholding interest, if any, in the Company.

Save and except the above, none of the Directors and Key Managerial Personnel, or any of their respective relatives, are in any way concerned or interested whether financially or otherwise in the resolution set out at item No.5 of the Notice

The Board recommends the resolution to be passed as Special Resolution by the Members.

Item No-6

The Board, on the recommendation of the Audit Committee, in its meeting held on 30th May, 2024, has approved the appointment and remuneration of M/s A. C. Dutta & Co., as the Cost Auditors of the Company to conduct the audit of the cost records of the Company for the financial year ending 31st March, 2025.

In accordance with the provisions of Section 148 of the Companies Act, 2013 read with rules made thereunder, the remuneration payable of Rs. 50,000/- (Rupees Fifty Thousand Only) plus taxes as applicable and reimbursement of out-of-pocket expenses payable to the Cost Auditors has to be ratified by the members of the Company. Accordingly, the consent of the members is sought for passing an Ordinary Resolution as set at item No.6 of the Notice for ratification of remuneration payable to the Cost Auditors for the financial year ending 31st March, 2025.

None of the Directors and Key Managerial Personnel, or any of their respective relatives, are in any way concerned or interested whether financially or otherwise in the resolution set out at item No.6 of the Notice.

The Board recommends the resolution to be passed as Ordinary Resolution by the Members.

STATEMENT CONTAINING INFORMATION AS REQUIRED UNDER SECTION II (B) (iv) OF PART II OF SCHEDULE V OF THE COMPANIES ACT, 2013 AND FORMING PART OF THE NOTICE OF 41ST ANNUAL GENERAL MEETING

I. GENERAL INFORMATION:

(1) Nature of Industry

Manufacturer of Black Tea

(2) Date or expected date of commencement of commercial production

The Company took over the Tea Gardens at Assam in the year 2010 under a Scheme of Arrangement form Kanco Enterprises Limited. After the demerger, the Company changed its name from Dhanvaridhi Concerns Limited (being operational since 1983) to Kanco Tea & Industries Limited with effect from 21st April, 2010.

(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

Notice

(4) Financial performance based on given indicators

Amount (Rs.) in Lakhs

Financial Year ended	31.03.2024	31.03.2023
Gross Sales & Other Income	7797.67	10577.98
(Loss) / Profit before Tax	(858.25)	628.30
(Loss) / Profit After Tax	(918.82)	704.58
Equity Share Capital	512.28	512.28
Reserves & Surplus (excluding revaluation reserve)	3880.56	4808.42
Net Worth	4392.85	5320.70

(v) Export performance and net foreign exchange collaborations:

Amount (Rs.) in Lakhs

Financial Year ended	31.03.2024	31.03.2023
Foreign Exchange Earnings	-	-
Foreign Exchange Outgo	85.84	113.60

(vi) Foreign Investments or collaborators, if any: Not Applicable.

II. INFORMATION ABOUT THE APPOINTEE:

Mrs. Anuradha Kanoria

1) Background details:

Mrs. Anuradha Kanoria (DIN: 00081172) aged about 62 years is an Arts Graduate with honours from Lady Shri Ram College under Delhi University. She has vast experience in Tea Industry and has served as a past president of Ladies Study Group (Wing of Indian Chamber of Commerce) and at present she is a member of its advisory committee. She is associated as Whole time director of the Company since 23/09/2009. She has over 36 years of experience in Tea business.

b) Past remuneration

Salary (Basic) per month: Rs.3,25,000/-in the scale of Rs.3,50,000/- 3,75,000/-

Allowances/Perquisites

Housing:-

Expenditure incurred by the Company on hiring furnished accommodation for the Wholetime Director subject to a maximum of 15% of the basic salary relevant for the concerned period shall be deducted by the Company.

OR

In case Company owned and furnished accommodation is provided no allowance shall be paid.

OR

In case no accommodation- owned or hired-is provided by the Company, the Whole-time Director shall be entitled to 30% of the basic salary relevant for the concerned period as and by way of House rent allowance.

Gas/Electricity/ Water and Furniture/fixtures:-

Expenditure incurred to be valued as per Income Tax Rules, 1962

Medical Reimbursement

Expenditure incurred by the Whole-time Director and her family, subject to a ceiling of one month salary (basic) in a year or three month salary (basic) over a period of three years.

Notice

Leave Travel Concession

For Self and family in accordance with the Rules of the Company.

Term Insurance

As per the scheme of the Company provided the Annual Premium does not exceed Rs.10000/-.

Club Fees

Actual Fees for a maximum of two clubs. Admission fee and life membership fee shall not be paid by the Company.

4. The following shall not be included in the computation of ceiling on remuneration specified above:

- a) Contribution to Provident Fund will be as per Scheme of the Company but restricted to the amount not taxable under the Income Tax Act, 1961.
- b) Gratuity payable shall be at a rate not exceeding 15 days salary for each completed year of service or part thereof in excess of six months as per Scheme of the Company.
- c) Thirty Five days leave with full pay and perquisites, subject to a maximum accumulation of leave for 90 days. Leave encashment at the end of the service shall not be taken into computation.
- d) Encashment of un-availed leave at the end of the tenure or at specified intervals will be as per Scheme of the Company.
- e) Provision of car for use in relation to Company's business and telephone at residence will not be considered as perquisites. Personal long distance calls on telephone and use of car for private purpose shall be billed by the Company to the Whole-time Director.

Further there was a provision of payment of monthly remuneration not exceeding the applicable ceiling laid down in Part II of Schedule V to the Companies Act, 2013 in the event of loss or inadequacy of profits.

c) Recognition

She has served as past president of Ladies Study Group (A wing of Indian Chamber of Commerce) and at present she is a member of its advisory committee.

d) Job Profile and his suitability

Mrs. Anuradha Kanoria has been successfully managing the overall affairs of the Company, as a whole-time Director since 23rd September, 2009. She has over 36 years of experience in Tea business. Under her able guidance and leadership the Company has performed satisfactorily. With sufficient past experience in successfully managing the affairs of the Company, Mrs. Anuradha Kanoria is best suited for the position.

e) Remuneration proposed

As referred in Explanatory Statement (Item no. 4) of the Notice.

f) Comparative remuneration Profile with respect to industry, size of the company, profile of the position and person

It is not possible to find out comparative remuneration with respect to the profile of the position for similar size of Company in the industry. Rossel India Limited a company engaged in manufacturing or tea, is paying Rs.126.06 Lakhs to its whole-time director. The remuneration of Mrs. Anuradha Kanoria is purely based on merits.

g) Pecuniary relationship directly or indirectly with the Company, or relationship with the managerial personnel, if any

Mrs. Anuradha Kanoria has no pecuniary relationship with the Company other than her remuneration as Whole-time Director and member/promoter of the Company. Relationships by way of Accounting Standard (AS-18) are disclosed in the Annual Report. She is related to Mr. Umang Kanoria, Managing Director as spouse.

Notice

III. Other information:

(1) Reasons of loss or inadequate profits

In financial year 2023-2024, the average sales realization were down compared to the previous year despite the fact that the production volume were lower as compared to the previous year. The minimum wages were also increased from Rs.232/manday to Rs.250/manday w.e.f. 1st October, 2023. The Cost of Production increased due to higher wages and increase in price of other inputs and the average price realization went down.

(2) Steps taken or proposed to be taken for improvement

The Company has focused on improving the filed practices and over the years have uprooted sections which are above 50 years age. The Company's thrust on making better quality teas will help in higher average sales realization.

(3) Expected increase in productivity and profits in measurable terms

Continuous focus on improving field practices, system of uprooting old tea bushes and re-planting every year and thrust on producing superior quality teas will improve the bottom line of the company in coming years.

IV. Disclosure:

- (1) The Shareholders of the Company are being informed of the remuneration package of Mrs. Anuradha Kanoria and all elements thereof are given in explanatory statement attached to the Notice of 41st Annual General Meeting.
- (2) As required, the disclosure relating to remuneration packages such as salary and benefits, service contracts and notice period of Mrs. Anuradha Kanoria has been mentioned in the Corporate Governance Report annexed to the Directors Report.

Details of Director seeking appointment/reappointment at the Annual General Meeting pursuant to Regulation 36(3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Clause 1.2.5 of Secretarial Standard on General Meeting (SS-2) as amended.

Name of Directors	Mr. Dipankar Samanta	Mrs. Anuradha Kanoria	Mr. Rohinton Kurus Babaycon
DIN	10176966	00081172	00178546
Date of Birth and Age	22 nd December, 1956, 67years	16 th August, 1962, 62 years	28th March, 1951 73 years
Date of first Appointment on the Board	30 th May, 2023	23 rd July, 2009	30th May, 2024
Qualifications	M.Com	B.A (Hons.)	MBA, BSC
Nature of Expertise in functional areas	He has 39 years of rich experience in banking sector. He was functional head of Credit Department of Punjab National Bank, Circle Office and Zonal office at Kolkata for 8 years. He is at present engaged as advisor to Maithan Steel & Power Limited and Balaram Mullick & Radharaman Mullick LLP.	Has vast experience in Tea Industry and has served as a past president of Ladies Study Group (Wing of Indian Chamber of Commerce).	He has been in the Tea Industry since 1973 and has exposure of more than 50 years, He had been associated with may reputed Companies and is presently on the Board of NRB Estates Private Limited.
Number of Meetings of the Board attended during the year	3(three)	4(four)	--

Notice

List of Directorships of other Board, including listed entities	1. Purbanchal Cement Limited	1.Dhunseri Ventures Limited 2. Dhunseri Poly Films Private Limited 3.B.T. Investments Private Limited 4.Dhanvaridhi Foods Private Limited 5.Milan Agencies Private Limited 6.Suryasakti Commodities Private Limited	1.NRB Estates Private Limited
Names of other listed entities from which the person has resigned in the past three years	Nil	Nil	Nil
List of Membership/ Chairmanship of Committees of other Board	Nil	Dhunseri Ventures Limited Member- Audit Committee Member- CSR Committee	Nil
Number of shares held in Kanco Tea & Industries Limited:			
Equity	Nil	549441	Nil
a) Own	Nil	Nil	Nil
b) Beneficial basis	Nil	Nil	Nil
Preference	Nil	Nil	Nil
Relationship with any Director(s) and KMPs of the Company	Nil	Mrs. Anuradha Kanoria and Mr. Umang Kanoria are related as Spouse	Nil
Skills and capabilities for the role of Independent Director and how he/she meets such requirements	N.A.	N.A.	He has rich experience in the overall management at the corporate level. Marketing, Finance and IT.

Registered Office:

Jasmine Tower, 3rd Floor
31, Shakespeare Sarani, Kolkata – 700017
CIN: L15491WB1983PLC035793
Telefax: (033) 22815217
Email: contact@kancotea.in
Website: www.kancotea.in
Dated: 30th May, 2024

By Order of the Board

For: **Kanco Tea & Industries Limited**

Charulata Kabra

Company Secretary

Membership No. F9417