

NOTICE

TO THE MEMBERS

NOTICE is hereby given that the 120th Annual General Meeting of The Naihati Jute Mills Company Limited will be held at Conference Room, 4th Floor, Bharatiya Bhasha Parishad, 36A, Shakespeare Sarani, Kolkata-700017 on Tuesday, the 12th day of August, 2025 at 3.00 P.M. to transact the following business:

1. To receive, consider and adopt the Financial Statements for the financial year ended 31st March, 2025 and the Reports of Board of Directors and Auditors thereon.
2. To declare dividend on Ordinary Shares.
3. To appoint a Director in place of Sushri Swati Gautam (DIN: 00948430), who retires by rotation and, being eligible, offers herself for re-appointment.

SPECIAL BUSINESS

4. To appoint Shri Alok Kumar Khastagir (DIN: 00124558) as a Director liable to retire by rotation and in this regard, to consider and, if thought fit, to pass with or without modification(s), the following resolution as an Ordinary Resolution:

“RESOLVED THAT pursuant to provisions of Sections 149 and 152 and all other applicable provisions of the Companies Act, 2013 (Act) and the Companies (Appointment and Qualification of Directors) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) Shri Alok Kumar Khastagir (DIN: 00124558) who was appointed as an Additional Director, pursuant to provisions of Section 161(1) of the Act and the Articles of Association of the Company and in respect of whom the Company has received a notice in writing under Section 160 of the Act from a member proposing his candidature for the office of Director, be and is hereby appointed as a Director of the Company, whose period of office shall be liable to determination by retirement of directors by rotation”.

5. To ratify the remuneration payable to Cost Auditors as approved by the Board of Directors and in this regard, to consider and, if thought fit, to pass with or without modification(s), 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 and the Rules framed thereunder (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) the remuneration of ₹30,000 plus applicable taxes and re-imbursement of out of pocket expenses as approved by the Board of Directors payable to Messrs D. Radhakrishnan & Co., Cost Accountants (Registration No. 000018), who have been appointed by the Board of Directors as Cost Auditors to conduct the audit of cost accounts of the Company for the financial year ended 31st March, 2026 be and is hereby ratified”.

6. To re-appoint Shri Jugal Kishore Bhagat (DIN: 00055972) as Chairman and Managing Director and to fix his remuneration and in this regard, to consider and, if thought fit, to pass with or without modification(s), the following resolution as a Special Resolution:

“RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, 200 and 201 read with Schedule V thereto and all other applicable provisions, if any, of the Companies Act, 2013 and subject to such approvals and sanctions as may be necessary, the Company hereby accords its consent and approval to the re-appointment of Shri Jugal Kishore Bhagat as Chairman and Managing Director of the Company for a further period of three years with effect from 1st October, 2025 on the terms and conditions and remuneration (including remuneration to be paid in the event of any loss or inadequacy of profit in any financial year during the term of Office of Shri Jugal Kishore Bhagat) as set out in the Agreement entered into between the Company and Shri Jugal Kishore Bhagat, a copy whereof is placed before the Meeting which Agreement is hereby specifically approved and sanctioned.

THE NAIHATI JUTE MILLS COMPANY LIMITED

NOTICE (contd.)

RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to do all such acts, deeds and things and execute all such documents, instruments and writings as may be required."

Registered Office:
7, Hare Street (4th Floor),
Kolkata- 700001
Date: 31st May, 2025

By Order of the Board

CS GOPAL PRASAD CHOUDHARY
Company Secretary

Notes:

1. **A member entitled to attend and vote at the meeting is entitled to appoint a proxy to attend and vote on a poll instead of himself/herself and the proxy need not be a member of the Company. The instrument appointing the proxy, to be effective, should be deposited at the Registered Office of the Company, duly completed and signed, not less than fortyeight hours before the time of commencement of the meeting.** A person can act as proxy on behalf of members not exceeding fifty and holding in the aggregate not more than ten percent of the total share capital of the Company carrying voting rights. A member holding more than ten percent of the total share capital of the Company carrying voting rights may appoint a single person as proxy and such person shall not act as a proxy for any other person or shareholder. The holder of proxy shall prove his identity at the time of attending the meeting.
2. A Statement pursuant to Section 102(1) of the Companies Act, 2013 relating to the Special Business to be transacted at the Meeting is annexed hereto.
3. Dividend, if declared at the Annual General Meeting, will be paid to those members whose names appear on 08th day of August, 2025 as Members in the Register of Members of the Company or in the list of Beneficial Owners furnished by National Securities Depository Limited and Central Depository Services (India) Limited.
4. The Register of Directors and their shareholding maintained under Section 170 of the Companies Act, 2013 will be available for inspection by the Members at the Meeting.
5. The Register of Contracts or Arrangements in which Directors are interested maintained under Section 189 of the Companies Act, 2013 will be available for inspection by the Members at the Meeting.
6. Attendance slip, proxy form and the route map of the venue of the meeting are annexed hereto.
7. Members are requested to bring their copy of Annual Report at the Meeting.

STATEMENT IN RESPECT OF SPECIAL BUSINESS PURSUANT TO SECTION 102 (1) OF THE COMPANIES ACT, 2013 (ACT)

Item 4: The Board of Directors at its meeting held on 17th August, 2024 appointed, pursuant to the provisions of Section 161(1) of the Act and the Articles of Association of the Company, Shri Alok Kumar Khastagir as an Additional Director with effect from 1st October, 2024 to hold office as such only upto the date of ensuing Annual General Meeting. His appointment as a Director is required to be approved by the Members in the ensuing Annual General Meeting.

NOTICE (contd.)

The Company has received a notice in writing from a member under Section 160 of the Act proposing the candidature of Shri Alok Kumar Khastagir for the office of Director of the Company.

Shri Alok Kumar Khastagir is not disqualified from being appointed as a Director in terms of Section 164 of the Act and has given his consent to act as a Director.

Shri Alok Kumar Khastagir is a Jute Technologist associated with the Company since 22nd July, 2005 as Director and held the position of Independent Director for two terms of five consecutive years up to 30th September, 2024. Keeping in view his vast knowledge of jute industry it will be in the interest of the Company that Shri Alok Kumar Khastagir is appointed as a Director liable to retire by rotation.

Save and except Shri Alok Kumar Khastagir and his relatives, to the extent of their shareholding interest, if any, in the Company, none of the other Directors of the Company/their relatives are, in any way, concerned or interested, financially or otherwise, in the resolution set out at item 4 of the notice.

Item 5: The Board of Directors had appointed Messrs D. Radhakrishnan & Co., Cost Accountants (Registration No.000018), as Cost Auditors to carry out the audit of the cost accounts in respect of jute goods for the financial year ended 31st March, 2026 at a remuneration of ₹30,000 plus applicable taxes and re-imbursement of out of pocket expenses incurred by them.

In terms of Section 148 of the Act read with Rule 14 of the Companies (Audit and Auditors) Rules, 2014, the remuneration payable to the Cost Auditors is required to be ratified by the members.

The Board recommends the passing of the proposed Ordinary Resolution for ratification of the remuneration payable to the Cost Auditors.

Item 6: Shri Jugal Kishore Bhagat (Shri Bhagat) was re-appointed as Managing Director of the Company for a term of three years with effect from 1st October, 2022. Thus, the term of his Office as Managing Director will expire on 30th September, 2025. Since Shri Bhagat is aged above 70 years, the Nomination and Remuneration Committee while recommending his re-appointment, noted in terms of Section 196 of the Act that Shri Bhagat is keeping good health and sound mind. He regularly attends the Office of the Company to discharge his duties and deliberates all Board Meetings and the Committee Meetings of the Company of which he is a member. He takes all policy decisions on the issues emerging out of the business of the Company and interacts with the Officers below i.e. Chief Executive Officer, Joint Chief Executive Officer, Company Secretary and Chief Financial Officer. He continues to be the Managing Director of the Company since the year 1969 and considering his rich experience and long association with the Company at this position and so long he is active in discharging his duties, any change at the helm of the Company is not desired.

In view of the justification as stated above the Board of Directors on recommendation of Nomination and Remuneration Committee has re-appointed Shri Bhagat as Managing Director for a further term of three years with effect from 1st October, 2025 on the following terms and conditions:

- a) SALARY: ₹750,000 (Rupees Seven lakh fifty thousand only) per month.
- b) COMMISSION: At the rate of 3% (three percent) of profits of the Company for each financial year and within the permissible limits specified in the Act and shall be payable on pro-rata basis for any broken period/year.
- c) ALLOWANCES AND PERQUISITES: Shri Bhagat will be entitled to the following allowances and perquisites in addition to salary and commission, allowances and perquisites being limited to 55% of his annual salary. Unless the context otherwise requires, allowances and perquisites are classified into three categories A, B and C as follows:

THE NAIHATI JUTE MILLS COMPANY LIMITED

NOTICE (contd.)

Category - A

This will comprise of house rent/house rent allowance, leave travel concession, medical reimbursement, fees of clubs and personal accident insurance. These may be provided for as under:

Housing

- i) Reimbursement of rent for residential accommodation of the Managing Director not exceeding 45% of the salary over and above 10% payable by the Managing Director. However, in lieu of rent for residential accommodation, House Rent Allowance not exceeding 45% of the salary may be paid.
- ii) The expenditure incurred by the Company on Gas, Electricity, Water and Furnishings shall be valued as per the Income Tax Rules, 1962.

Medical Reimbursement

Reimbursement of expenses actually incurred on self and family.

Leave/Holiday Travel Expenses

Reimbursement of all the expenses incurred during leave/holiday travel period in respect of himself and family while proceeding on leave/holiday to any place in India or abroad subject to a ceiling of one month's salary per annum. The entitlement in respect of any one year to the extent not availed of shall be allowed to be accumulated up to the next two years.

Club Fees

Fees of Clubs subject to a maximum of two Clubs. This will not include admission and life membership fees.

Personal Accident Insurance

Of an amount, the annual premium of which does not exceed ₹20,000 per annum.

Travelling Expenses

While travelling on the Company's business purposes, the Managing Director will be entitled to be accompanied by his wife and the travelling and other incidental expenses incurred by his wife will also be borne/reimbursed by the Company.

Category - B

- i) Contribution to Provident Fund and Superannuation/Annuity Fund will not be included in the computation of the ceiling on perquisites to the extent these either singly or put together are not taxable under the Income Tax Act, 1961.
- ii) Gratuity payable should not exceed half a month's salary for each completed year of service and will not be included in the computation of the ceiling on perquisites.
- iii) Encashment of Leave at the end of the tenure will be permitted as per rules of the Company subject to a maximum of three months' salary and will not be included in the computation of the ceiling on perquisites.

Category - C

Provision of Car for use on 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 Shri Bhagat.

NOTICE (contd.)

Minimum Remuneration

In the event of loss or inadequacy of profits in any financial year, during the currency of tenure of office of Shri Bhagat, the Company may pay him the above mentioned remuneration as the minimum remuneration subject to limits and conditions specified in Schedule V to the Act or any statutory modifications or re-enactments thereof as may be applicable at the relevant time.

The Managing Director shall not be paid any sitting fee for attending the meetings of Board of Directors or a Committee thereof.

The dispute in respect of dues of Sales-tax Loan to be paid to WBIDC (Government of West Bengal) remains unresolved and the Company has written to West Bengal Industrial Development Corporation Limited (WBIDC) for their approval for the re-appointment of Shri Jugal Kishore Bhagat as Managing Director.

Copy of agreement executed between the Company and Shri Bhagat is available for inspection at the Registered Office of the Company on any working day upto the date of the Annual General Meeting (AGM) between 11.00 A.M. and 1.00 P.M. and also at the AGM.

Except Shri Bhagat, none of the other Directors of the Company and their relatives is concerned or interested, financially or otherwise, in the resolution.

The Board of Directors recommend passing of the proposed Special Resolution as set out at item 6 of the notice.

Statement pursuant to sub-clause (iv) of second proviso to clause (B) of section II of part II of Schedule V of the Act

I. General Information

- 1) Nature of industry Manufacturer of Jute Goods
- 2) Date or expected date of commencement of commercial production Year 1905
- 3) In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus Being an existing Company, not applicable.
- 4) Financial performance based on given indicators (₹ in lakh)

Year ending 31st March	Sales	Operating Profit	Profit before Tax	Profit after Tax
2021	22180	327	37	28
2022	20475	539	273	202
2023	34247	808	425	317
2024	26976	818	377	282
2025	21699	846	307	227

- 5) Foreign investments or collaborations, if any None

THE NAIHATI JUTE MILLS COMPANY LIMITED

NOTICE (contd.)

II. Information about the Appointee

1) Background details

Shri Bhagat is an eminent industrialist. He is a graduate in Commerce from St. Xavier's College, Kolkata. He has significant experience in business. He had occupied several important positions in various industries associations such as Council of Management of Indian Jute Industries' Research Association, Committee Member of Indian Jute Mills Association for a long period, independent director of listed companies.

2) Past Remuneration

Year	Amount (₹)
2024-25	10,087,414
2023-24	10,878,409
2022-23	11,098,871
2021-22	9,631,844
2020-21	7,653,368

3) Recognition or awards

4) Job profile and his suitability

Shri Bhagat devotes whole time attention to the management of the affairs of the Company and exercises powers subject to the superintendence, direction and control of the Board of Directors. He is responsible for the day-to-day management of the Company and carries out duties as entrusted to him from time to time by the Board of Directors. Though Shri Bhagat is aged above 70 years, he is active in discharging his duties as stated above.

5) Remuneration Proposed

Salary Rs.750,000 per month alongwith with Commission @ 3% of the net profits computed in the manner laid down under Sections 197 and 198 of the Act and other allowances and perquisites, as spelt out in the Statement hereinabove.

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

The remuneration proposed is in consonance with similar position in the Industry.

7) Pecuniary relationship directly or indirectly with the company or relationship with the managerial personnel, if any.

Except salary, commission and perquisites to be received from the Company and to receive dividend declared by the Company, Shri Bhagat does not have any pecuniary relationship directly or indirectly with the Company or relationship with any managerial personnel of the Company.

III. Other information

1) Reasons of loss or inadequate profits

There is profit in the Company at present, but as abundant caution for payment of minimum remuneration to Shri Bhagat, in case of no profit or inadequate profit in any particular year, this information is provided to the Shareholders.

2) Steps taken or proposed to be taken for improvement

3) Expected increase in productivity and profits in measurable terms

10% approximately

IV. Disclosures

The Company is not a listed Company and "Corporate Governance" is not included in the of Report of Board of Directors"

Registered Office

7, Hare Street (4th Floor),
Kolkata- 700001
Dated 31st May, 2025

By Order of the Board

CS GOPAL PRASAD CHOUDHARY
Company Secretary