



Dhunseri[®]

Dhunseri Tea & Industries Limited

CIN : L15500WB1997PLC085661

Registered Office : Dhunseri House, 4A, Woodburn Park, Kolkata 700020

March 11, 2025

BSE Limited Phiroze-Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 <u>Scrip Code: 538902</u>	National Stock Exchange of India Ltd., Exchange Plaza, C-1, Block G, 5 th Floor Bandra Kurla Complex, Bandra (E), Mumbai -400 051 <u>Symbol: DTIL</u>
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Sub: Notice of Postal Ballot

Dear Sirs,

Please find enclosed a copy of the Postal Ballot Notice dated February 12, 2025 together with Explanatory Statement, seeking Members approval for (i) Appointment of Mr. Mayank Beriwala (DIN: 06684029) as a Whole Time Director for 3 years w.e.f. 12.02.2025 and (ii) Payment of remuneration to Mrs. Bharati Dhanuka, Vice Chairman (Non-Executive Non-Independent Director) (DIN: 02397650) for FY 2024-25.

A copy of the Notice being released for publication in newspapers is also enclosed.

Thanking You.

Yours faithfully,
For Dhunseri Tea & Industries Limited

R.Mahadevan
Company Secretary

Encl: As above



DHUNSERI TEA & INDUSTRIES LIMITED

CIN: L15500WB1997PLC085661

**Regd. Office : 'DHUNSERI HOUSE', 4A, WOODBURN PARK,
KOLKATA-700020**

Phone: 91-33-2280 1950 (5 Lines), Fax: 91-33-2287 8350

Website: www.dhunseritea.com;

E-mail: mail@dhunseritea.com

NOTICE OF POSTAL BALLOT

TO THE MEMBERS OF THE COMPANY

Notice pursuant to Section 110 of the Companies Act, 2013 read with Rule 22 of the Companies (Management and Administration) Rules, 2014

Notice is hereby given pursuant to Section 110 of the Companies Act, 2013 ("the Act") and other applicable provisions, if any, of the Act and Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 ("Rules") as amended from time to time read with General Circulars Nos. 14/2020, 17/2020, 22/2020, 33/2020, 39/2020, 10/2021, 20/2021, 03/2022, 11/ 2022, 09/2023 and 09/2024 dated April 8, 2020, April 13, 2020, June 15, 2020, September 28, 2020, December 31, 2020, June 23, 2021, December 8, 2021, May 5, 2022, December 28, 2022, September 25, 2023 and September 19, 2024 respectively ("MCA Circulars"), Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations") and Secretarial Standard - 2 issued by the Institute of Company Secretaries of India ("SS-2"), seeking approval from the Members of Dhunseri Tea & Industries Limited ("Company") through Postal Ballot remote e-voting system only in respect of the Special Resolutions for:

- (i) Appointment of Mr. Mayank Beriwala (DIN: 06684029) as a Whole Time Director for 3 years w.e.f. 12.02.2025
- (ii) Payment of remuneration to Mrs. Bharati Dhanuka, Vice Chairman (Non-Executive Non-Independent Director) (DIN: 02397650) for FY 2024-25.

In compliance with the aforesaid MCA Circulars, this Postal Ballot Notice is being sent only through electronic mode to those Members whose e-mail addresses are registered with the Company/ Depositories. The communication of the assent or dissent of the Members would take place through the remote e-voting system only.

An Explanatory Statement pursuant to Section 102 of the Act is appended to this Postal Ballot Notice. Pursuant to the aforesaid Rule 22(5), the Board of Directors of your Company at its meeting held on February 12, 2025 appointed Mr. Kailash Chandra Dhanuka (FCS-2204) of K.C.Dhanuka & Co, Practicing Company Secretaries as the Scrutinizer to conduct the Postal Ballot through remote e-voting process in a fair and transparent manner.

The remote e-voting period commences from 9.00 a.m (IST) on Wednesday, March 12, 2025 and ends at 5.00 p.m. (IST) on Thursday, April 10, 2025. The Scrutinizer will submit his report to the Chairman of the Company upon completion of the scrutiny of the votes cast through remote e-voting. The results of the Postal Ballot will be announced on or after Friday, April 11, 2025.

The said results along with the Scrutinizer's Report would be intimated to BSE Limited and National Stock Exchange of India Limited, where the equity shares of the Company are listed. Additionally, the results will also be uploaded on the Company's website www.dhunseritea.com and on the website of National Securities Depository Limited ("NSDL") www.evoting.nsdl.com

SPECIAL RESOLUTION NO. 1:

Appointment of Mr. Mayank Beriwal (DIN: 06684029) as a Whole Time Director for 3 years w.e.f. 12.02.2025

To consider and if thought fit, to pass with or without modification the following resolution as a **Special Resolution** :

"RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (Act) and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force) and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations") approval of the Company be and is hereby accorded to the appointment of Mr. Mayank Beriwal (DIN: 06684029) as a Whole Time Director of the Company designated as "Executive Director", for a period of 3 (three) years with effect from February 12, 2025 till February 11, 2028 and liable to retire by rotation, on the terms and conditions including remuneration as contained in the agreement being entered into between the Company and Mr. Mayank Beriwal, and also set out in the Explanatory Statement annexed to the Notice convening this Meeting, with liberty to the Board of Directors (hereinafter referred to as the "Board" which term shall be deemed to include the Nomination and Remuneration Committee and Audit Committee of the Board) to alter and vary the terms and conditions of the said appointment and / or remuneration as it may deem fit and acceptable to Mr. Mayank Beriwal.

RESOLVED FURTHER THAT in the event in any financial year during the tenure of the Whole Time Director, if the Company does not earn any profits or earns inadequate profits as contemplated under the provisions of Schedule V of the Companies Act, 2013, the remuneration as specified in the aforesaid agreement shall be the minimum remuneration payable to Mr. Mayank Beriwal.

RESOLVED FURTHER THAT the Board 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 RESOLUTION NO. 2:

Payment of remuneration to Mrs. Bharati Dhanuka, Vice Chairman (Non-Executive Non-Independent Director) (DIN: 02397650) for FY 2024-25

To consider and if thought fit, to pass with or without modification the following resolution as a **Special Resolution** :

"RESOLVED THAT pursuant to the provisions of Sections 197,198 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (Act) and the Rules made thereunder (including any statutory modification(s) or re-enactment thereof for the time being in force) and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations"), and as recommended by the Nomination and Remuneration Committee and the Audit Committee and subsequently approved

by the Board of Directors at their respective meetings held on February 12, 2025, approval of the Members be and is hereby accorded for the payment of remuneration of Rs. 1,50,000/- p.m. to Mrs. Bharati Dhanuka (DIN: 02397650) for FY 2024-25 effective from 12.02.2025 under Regulation 17(6)(ca) of SEBI LODR Regulations notwithstanding that the remuneration payable to Mrs. Bharati Dhanuka as per the Agreement being entered into between the Company and Mrs. Bharati Dhanuka for brand promotion and market development both in the domestic and international market shall exceed 50% of the total annual remuneration payable to all Non-Executive Directors.

RESOLVED FURTHER THAT in the event in any financial year, if the Company does not earn any profits or earns inadequate profits as contemplated under the provisions of Schedule V of the Companies Act, 2013, the remuneration as specified in the aforesaid agreement shall be the minimum remuneration payable to Mrs. Bharati Dhanuka.

RESOLVED FURTHER THAT the Board 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.”

Kolkata,
February 12, 2025

By Order of the Board
Dhunseri Tea & Industries Ltd.

R. Mahadevan
Company Secretary

NOTES:

- (i) An Explanatory statement pursuant to Section 102(1) of the Companies Act, 2013 (“the Act”) setting out all material facts relating to the proposed resolutions is annexed hereto.
- (ii) The relevant details, pursuant to Schedule V of the Companies Act, 2013, Regulation 36(3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”) and Secretarial Standard - 2 issued by the Institute of Company Secretaries of India (“SS-2”), in respect of aforesaid resolutions are also annexed to this Notice.
- (iii) In compliance with the requirement of MCA Circulars, this Postal Ballot Notice is being sent through electronic mode only to those Members whose e-mail address are available with the Company / Depositories. The shareholders are required to communicate their assent or dissent only through remote e-voting system.
- (iv) Voting rights will be reckoned on the paid-up value of shares registered in the name of the Members as on **March 7, 2025 (cut-off date)**. Only those Members whose names are recorded in the Register of Members of the Company or in the Register of Beneficial Owners maintained by the Depositories as on the cut-off date will be entitled to cast their votes through remote e- voting. A person who is not a Member as on the cut-off date should accordingly treat this Notice as for information purpose only.
- (v) To comply with the provisions of Sections 108 and 110 of the Act read with Rules 20 and 22 of Companies (Management and Administration) Rules, 2014, Regulation 44 of the SEBI LODR Regulations, SS-2 and MCA Circulars, the Members are provided with the facility to cast their vote electronically through remote e-voting services provided by NSDL. Instructions for remote e-voting are provided in the Notice.
- (vi) The remote e-voting period will commence at 9.00 a.m. IST on Wednesday, March 12, 2025 and end at 5.00 p.m. IST on Thursday, April 10, 2025 (both days inclusive). During this period, Members of the Company, holding shares either in physical or dematerialized form, as on the Cut-off date, i.e March 7, 2025, may cast their vote by remote e-voting. Once the vote on a resolution is cast by a Member, it shall not be allowed to be changed subsequently.
- (vii) The Special Resolutions, if passed by requisite majority, will be deemed to have been passed on the last date specified for remote e-voting i.e. **April 10, 2025**.
- (viii) Members holding shares in demat mode, who have not registered their email address are requested to register their email address with their respective Depository Participant(s) (DP), and members holding shares in physical mode are requested to update their email address with the Company’s RTA.

The procedure with respect to e-voting is provided below:-

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

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

I. Step 1: Access to NSDL e-Voting system

A) For Individual Members holding shares in dematerialised form:

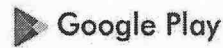
For Members holding shares in demat account with NSDL

➤ If you are registered for NSDL ‘IDeAS’ facility, you are required to follow the below-mentioned steps:

- (a) Launch internet browser by typing the URL: <https://eservices.nsdl.com> and click on ‘Beneficial Owner’ tab under the ‘IDeAS’ section.
- (b) Insert your existing user ID, password and the verification code as shown on the screen.
- (c) After login, click on ‘Access to e-voting’ under value added services and you will be able to see the e-voting page.

- (d) Click on 'evote' link available against Dhunseri Tea & Industries Limited or 'e-voting service provider - NSDL' and proceed to Step 2 to cast your vote.
- **If you are not registered for 'IDeAS', you are required to follow the below-mentioned steps:**
- 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>
 - Launch internet browser by typing the URL: <https://www.evoting.nsdl.com/> and click on **Shareholder / Member - Login**.
 - Insert your existing user ID, password / OTP and the verification code as shown on the screen, and agree to the terms and conditions by clicking the box.
 - After authentication, you will be re-directed to NSDL e-services website wherein you will be able to see the e-voting page.
 - Click on 'evote' link available against Dhunseri Tea & Industries Limited or 'e-voting service provider - NSDL' and proceed to Step 2 to cast your vote.
- Shareholders/Members can also download NSDL Mobile App "NSDL Speede" facility by scanning the QR code mentioned below for seamless voting experience.

NSDL Mobile App is available on



For Members holding shares in demat account with Central Depository Services (India) Limited ('CDSL')

- **If you are registered for CDSL 'Easi / Easiest' facility, you are required to follow the below-mentioned steps:**
- Login at www.cdslindia.com and click on 'New System Myeasi'.
 - Insert your existing user ID and password.
 - After login, you will be able to view the e-voting menu.
 - Click on 'evote' link available against Dhunseri Tea & Industries Limited or 'e-voting service provider - NSDL' and proceed to Step 2 to cast your vote.
 - If the user is not registered for Easi/Easiest, option to register is available at CDSL website www.cdslindia.com and click on login & New System Myeasi Tab and then click on registration option.
- You can also directly access the e-voting page by clicking on 'E Voting' on the home page of www.cdslindia.com with your demat account number and PAN.

After OTP based authentication, you will be provided link for 'evoting' against Dhunseri Tea & Industries Limited or 'e-voting service provider - NSDL'. Click on the link and proceed to Step 2 to cast your vote.

For Members logging in through the websites of their Depository Participants

- (a) Login to your demat account, using the login credentials, through the concerned Depository Participant registered with NSDL / CDSL for e-voting.
- (b) Click on the option available for e-voting. You will be re-directed to NSDL e-services website wherein you will be able to see the e-voting page.
- (c) Click on 'evote' link available against Dhunseri Tea & Industries Limited or 'e-voting service provider - NSDL' and proceed to Step 2 to cast your vote.

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

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

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.com or call at 022 - 4886 7000
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. 1800 21 09911

B) Login Method for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode

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

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section.
3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen.

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

➤ **User ID:**

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

➤ **Password:**

- a) If you are already registered for e-Voting, then you can use your existing password to login.
- b) If you are using NSDL e-Voting system for the first time, you will need to retrieve the 'initial password' which was communicated to you.
- c) To retrieve your 'initial password' you are required to follow the below mentioned steps:
 - (i) If your email ID is registered in your demat account or with the company, your 'initial password' is communicated to you on your email ID. Trace the email sent to you from NSDL from your mailbox. Open the email and open the attachment i.e. a .pdf file. Open the .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your 'User ID' and your 'initial password'.
 - (ii) If your email ID is not registered, please follow steps mentioned below in process for those shareholders whose email ids are not registered
- d) If you are unable to retrieve or have not received the "Initial password" or have forgotten your password:
 - a) Click on "**Forgot User Details/Password?**", if holding shares in demat form, option available on www.evoting.nsdl.com.or
 - b) Click on **Physical User Reset Password?**", if holding shares in physical mode option available on www.evoting.nsdl.com.
 - c) You may send a request at evoting@nsdl.com mentioning your demat account number/folio number, your PAN, your name and your registered address etc.
 - d) Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.
 - e) Agree to "Terms and Conditions" by selecting on the check box.
 - f) Click on "Login" button. Home page of e-Voting opens.

II. **Step 2: Cast your vote on NSDL e-Voting system.**

(a) Select the EVEN of Dhunseri Tea & Industries Limited.

(b) Now you are ready for remote e-voting as 'Cast Vote' page opens.

(c) Cast your vote by selecting appropriate option and click on 'Submit'. Thereafter click on 'Confirm' when prompted; upon confirmation, your vote is cast and the message 'Vote cast successfully' will be displayed.

General Guidelines for shareholders

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to dhanuka419@yahoo.co.in with a copy marked to evoting@.com. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) can also upload their Board Resolution / Power of Attorney / Authority Letter etc. by clicking on "Upload Board Resolution / Authority Letter" displayed under "e-Voting" tab in their login.
2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the "[Forgot User Details/Password?](#)" or "[Physical User Reset Password?](#)" option available on www.evoting.nsdl.com to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the download section of www.evoting.nsdl.com or call on : 022 - 4886 7000 or send a request to Ms. Pallavi Mhatre, Senior Manager, NSDL and/ or Mr. Amit Vishal, Deputy Vice President, NSDL at evoting@nsdl.com

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

1. In case shares are held in physical mode please provide Folio No., Name of shareholder along with scanned copies of (a) the share certificate (front and back); (b) PAN card (self-attested); (c) Aadhaar card (self-attested) by email to the Company's Registrars and Share Transfer Agents at mdpldc@yahoo.com
2. In case shares are held in demat mode, please provide DPID-CLID (16 digit DPID + CLID or 16 digit beneficiary ID), Name, client master or copy of Consolidated Account statement, PAN (self attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar Card) to (Company email id). If you are an Individual shareholders holding securities in demat mode, you are requested to refer to the login method explained at step 1 (A) i.e. **Login method for e-Voting for Individual shareholders holding securities in demat mode.**
3. Alternatively members may send a request to evoting@nsdl.com for procuring user id and password for e-voting by providing above mentioned documents.
4. In terms of SEBI circular dated December 9, 2020 on e-Voting facility provided by the Company, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are required to update their mobile number and email ID correctly in their demat account in order to access e-Voting facility.

EXPLANATORY STATEMENT
Annexed to the Notice dated February 12, 2025

Item No. 1

As recommended by the Nomination & Remuneration Committee and as approved by the Board of Directors of the Company at their respective meetings held on February 12, 2025, it is proposed to consider the appointment of Mr. Mayank Beriwal as a Whole Time Director designated as “Executive Director” for a period of three (3) years w.e.f. February 12, 2025 till February 11, 2028 and payment of remuneration pursuant to the provisions of Sections 196, 197, 198 and 203 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (Act) and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force) and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR Regulations”).

The remuneration payable to Mr. Mayank Beriwal is as per the agreement being entered into between the Company and Mr. Mayank Beriwal and is within the limits prescribed in Schedule V of the Companies Act, 2013 as given below:

- i) **Salary :**
Rs. 1,50,000/- (Rupees One Lac Fifty Thousand only) per month.
- ii) **Special Allowance:** Rs. 66,750/- p.m.
- iii) **Adhoc Allowance:** Rs. 50,000/- p.m.

iv) Perquisites :

In addition to salary, the Executive Director shall be entitled to the following perquisites:

- (a) **Housing:** Rent Free Furnished Accommodation or in lieu thereof House Rent Allowance at 50% of the salary as per Company’s rule.

Where accommodation is provided by the Company, the Expenditure on Gas, Electricity, Water, Furnishings and other Utilities to be borne/reimbursed by the Company shall be evaluated as per the provisions of the Income Tax Act, 1961 and in the absence of any such provision, the perquisites shall be evaluated at actual cost.

- (b) **Car with Driver –** Facility of Car with Driver Allowance of Rs. 14,000/- p.m.
- (c) **Fuel Allowance:** Rs. 15,000/- p.m. (200 ltr)
- (d) **Annual Pay:** Rs. 12,00,000 p.a. (payable half yearly)
- (e) **Leave Travel Allowance:** One month basic salary.

- (f) **Exgratia** : Two months basic salary as per Company's rule.
- (g) **Leave** : As per Rules of the Company applicable to Senior Executives.
- (h) **Personal Accident Insurance**: For self only. Coverage of Rs. 20,00,000/- p.a. Premium to be paid by the Company.
- (i) **Medical Reimbursement**: Coverage of Rs. 8,00,000/- p.a. Premium to be paid by the Company for providing medical insurance coverage for self and family under Company's Group Mediclaim Policy.
- (j) **Telephone**: The Company shall provide and maintain a telephone at the residence and shall also provide all mobile phone facilities (for official purpose).

v) **Other Benefits :**

In addition to the aforesaid the Executive Director shall also be entitled to the following benefits, which shall not be included in the computation of his income:

- (a) **Provident Fund** : Company's Contribution towards Provident Fund at the rate of 12% of the salary or such rate as may be prescribed under the Employee's Provident Fund and Miscellaneous Provisions Act, 1952.
- (b) **Leave Encashment** : As per rules of the Company.
- (c) **Gratuity** : As per the Payment of Gratuity Act, 1972.
- (d) **Superannuation Fund** : Company's contribution subject to a maximum of 15% of the Salary for every completed year of service.

vi) **Minimum Remuneration:**

The Executive Director shall be entitled to a minimum remuneration by way of salary and perquisites as aforesaid in the event of loss or inadequacy of profits of the Company during any year.

The Company has received from Mr. Mayank Beriwal:

- (i) Consent in Form DIR-2;
- (ii) an intimation in Form DIR-8 in terms of Companies (Appointment & Qualification of Directors) Rules, 2014, to the effect that he is not disqualified under sub-section (2) of section 164 of the Companies Act, 2013 and
- (iii) Notice of Interest pursuant to Section 184 (1) of the Act and Rule 9 (1) of the Companies (Meetings of Board and its Powers) Rules, 2014 in Form MBP-1.

The approval is sought from Members for the appointment of Mr. Mayank Beriwal as a Whole Time Director of the Company for a period of three years w.e.f February 12, 2025 and shall be subject to retirement of Director by rotation.

The Agreement referred above in respect to the Resolution at Item No.1 of the accompanying Notice will be

open for inspection by the Members at the Registered Office of the Company between hours of 10.00 a.m. and 12.00 noon on any working day except on holidays.

A brief profile of Mr. Mayank Beriwal is included as an annexure to this Notice.

None of the Directors or Key Managerial Personnel and their relatives, except Mr. Mayank Beriwal to whom the respective resolution relates, is concerned or interested in the resolution.

The Board recommends the **Special Resolution** for the approval of the members.

Item No. 2

As recommended by the Nomination & Remuneration Committee and the Audit Committee and as approved by the Board of Directors of the Company at their respective meetings held on February 12, 2025, it is proposed to pay remuneration of Rs. 1,50,000/- p.m. to Mrs. Bharati Dhanuka, Vice Chairman (Non-Executive Non Independent Director) pursuant to the provisions of Sections 197, 198 read with Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (Act) and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment thereof for the time being in force) and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR Regulations") for FY 2024-25 for taking initiative of brand promotion and market development both in the domestic and international market.

Pursuant to Regulation 17(6)(ca) of SEBI LODR Regulations, the remuneration proposed to be paid to Mrs. Bharati Dhanuka for FY 2024-25 notwithstanding that such remuneration may exceed 50% of the total annual remuneration payable to all Non-Executive Directors during the Financial Year 2024-25.

The Director shall be entitled to a minimum remuneration as aforesaid in the event of loss or inadequacy of profits of the Company during any year.

The approval is sought from Members for payment of remuneration to Mrs. Bharati Dhanuka for FY 2024-25.

The Agreement referred above in respect to the Resolution at Item No. 2 of the accompanying Notice will be open for inspection by the Members at the Registered Office of the Company between hours of 10.00 a.m. and 12.00 noon on any working day except on holidays.

None of the Directors or Key Managerial Personnel and their relatives is concerned or interested in the resolution, except Mr. Chandra Kumar Dhanuka and Mrs. Bharati Dhanuka.

The Board recommends the **Special Resolution** for the approval of the members.

Details of director seeking appointment**[Information pursuant to Regulations 36(3) of SEBI (LODR) Regulations, 2015 and Secretarial Standard- 2 on General Meetings]**

Name of the Director	MR. MAYANK BERIWALA
DIN	06684029
Date of Birth	03/01/1979
Date of first appointment on the Board	February 12, 2025
Qualifications	Bachelor Degree in Commerce and Chartered Financial Analyst (CFA)
Experience and Expertise	He has been associated with Dhunseri Group for more than a decade. He spearheads the operational aspects of the business, ensuring efficiency and seamless execution of strategies to meet the organizational goals for both the domestic and overseas operations of the Company.
Shareholding in the Company	NIL
Number of Meetings of the Board attended during the year	As an invitee he has been attending all the Board Meetings of the Company.
List of Directorship in other Companies (excluding foreign companies and Section 8 companies)	<ul style="list-style-type: none">• Dhunseri Infrastructure Limited• Jatayu Estate Private Limited
Chairman/Member of the Committee of Directors of other Companies*	NIL
Resignation from any listed entity in past three years	NIL
Relationship with other directors, manager and other Key Managerial Personnel of the Company	None of the Directors or Key Managerial Personnel of the Company and their relatives is concerned or interested in the resolution, except Mr. Mayank Beriwal to whom the resolution relates,
Terms and Conditions of appointment or re-appointment along with details of remuneration sought to be paid	As per Explanatory Statement annexed to this Notice.
Details of remuneration last drawn	NIL
In case of independent directors, the skills and capabilities required for the role and the manner in which the proposed person meets such requirements.	Not Applicable
Justification for choosing the appointees for appointment as Independent Directors	Not Applicable

**Disclosure as required under Schedule V to the Companies Act, 2013 is given hereunder:
Item No. 1 & 2 (Notice of Postal Ballot)**

I. General Information-

Nature of Industry	Plantation Industry
Date or expected date of Commercial Production	Since 1997
In case of new Companies, expected date of commencement of Activities as per project approved by financial institutions appearing in the prospectus	Not Applicable

Financial Performance-

(Rs. in Lakhs)

Particulars	For the year ended 31 st March, 2024
Total Income	30,665.35
Total Expenses	38,370.30
Profit/(Loss) from Continuing Operations Before Exceptional Item and Tax	(7,704.95)
Exceptional Item	1,101.93
Profit/(Loss) from Continuing Operations	(6,603.02)
Tax Expense:	
Current Tax (charge)/credit [including tax for earlier years]	(15.98)
Deferred Tax Credit	545.77
Profit/(Loss) for the year	(6,073.23)

Foreign Investments or collaborations, if any-

II. Information about the Appointee

	Mr. Mayank Beiwala
Background details	As per annexure attached to Explanatory Statement.
Past Remuneration (Rs. in Lakhs)	NIL
Recognition and Awards	-
Job Profile and his suitability	As per annexure attached to Explanatory Statement.
Remuneration proposed	As per the Explanatory Statement pursuant to section 102 of the Companies Act, 2013
Comparative remuneration profile with respect to industry, size of company, profile of the position and person	Mr M.Beriwala's expertise over a period of time in the group Companies has been commendable and progressive, the Board of Directors considers that the remuneration proposed to be paid to him is justified and is commensurate with other organisations of the similar type, size and nature in the industry.
Pecuniary relationship directly or indirectly with the Company, or relationship with the managerial personnel, if any	NIL

III. Other information:

- 1. Reasons of loss or inadequate profits:** Due to adverse weather conditions, loss of crop was seen especially couple of gardens were affected by hail storm and cost related to upgradation of the new acquired tea estates during the last few years resulted in loss.
- 2. Steps taken or proposed to be taken for improvement:** With the restructuring being undertaken and effective cost control measures being adopted, better agricultural practices and with improvement in the quality of made tea, the realisation per kg of made tea is expected to increase in due course. All these steps are expected to improve the overall performance of the Company.
- 3. Expected increase in productivity and profits in measurable terms:** With the addition of six tea estates over the past few years the production capacity of the Company has increased by 8 million kg.



DHUNSERI TEA & INDUSTRIES LIMITED

Regd. Office: Dhunseri House, 4A, Woodburn Park, Kolkata - 700 020
Phone: +91 33 2280-1950(5 Lines); Fax: +91 33 2287 8350 / 9274
CIN: L15500WB1997PLC085661; Website: www.dhunseritea.com
E-mail: mail@dhunseritea.com

NOTICE

Members of the Company are hereby informed that the despatch of the Postal Ballot Notice dated February 12, 2025 along with Explanatory Statement has been completed on March 11, 2025 in respect of the Special Resolutions for

- (i) Appointment of Mr. Mayank Beriwal (DIN: 06684029) as a Whole Time Director for 3 years w.e.f. 12.02.2025 and
- (ii) Payment of remuneration to Mrs. Bharati Dhanuka, Vice Chairman (Non-Executive Non - Independent Director) (DIN: 02397650) for FY 2024-25.

The said documents has been despatched in electronic mode to Members who have registered their e-mail addresses with the Company or with their Depository Participants.

The aforesaid Resolutions are to be transacted by means of Postal Ballot (e-voting) in terms of Section 110 of the Companies Act, 2013 read with Rule 22 of the Companies (Management and Administration) Rules, 2014 in accordance with the guidelines prescribed by the Ministry of Corporate Affairs for inter-alia conducting postal ballot through remote e-voting; Regulation 44 of the SEBI (LODR) Regulations, 2015; SS-2 issued by the Institute of Company Secretaries of India, and other applicable laws and regulations, if any.

National Securities Depository Limited ('NSDL') has been engaged by the Board of Directors of the Company for providing the e-voting platform.

In compliance with the requirement of MCA Circulars, the Members are required to communicate their assent or dissent in respect of the aforesaid resolution through remote e-voting system only.

The Postal Ballot Notice is available on Company's website (www.dhunseritea.com), Stock Exchange's website (www.nseindia.com and www.bseindia.com) and NSDL's website (www.evoting.nsdl.com).

Members whose names are recorded in the Register of Members of the Company or in the Register of Beneficial Owners maintained by the Depositories as on the cut-off date i.e. Friday, March 7, 2025 will be entitled to cast their votes through remote e-voting. A person who is not a Member on the cut-off date should accordingly treat this Notice as for information purposes only.

The remote e-voting period will commence at 9.00 a.m. (IST) on Wednesday, March 12, 2025 and end at 5.00 p.m. (IST) on Thursday, April 10, 2025. E-voting module shall be disabled by NSDL at 5.00 p.m. (IST) on April 10, 2025.

Mr. Kailash Chandra Dhanuka (FCS-2204), Scrutinizer will submit the Results of E-voting along with the Scrutinizer's Report on or after April 11, 2025. The Results along with the Scrutinizer's Report will be submitted to the Stock Exchanges (BSE and NSE) and will also be uploaded on the Company's website www.dhunseritea.com and on the website of NSDL www.evoting.nsdl.com

In case of any query, Members may refer to the Frequently Asked Questions (FAQs) and E-voting User Manual for Members available under the downloads section of NSDL's e-voting website or contact 022-48867000 or send a request to NSDL at evoting@nsdl.com

Place: Kolkata,
Date: March 11, 2025

For Dhunseri Tea & Industries Limited
R. Mahadevan
Company Secretary