



# JCT LIMITED

Corporate Office: 601, Prabhat Kiran, 17 Rajendra Place, New Delhi-110008  
Phone: 46290000; Fax: 25812222  
Website: [www.jct.co.in](http://www.jct.co.in)  
E-mail: [jctdelhi@jctltd.com](mailto:jctdelhi@jctltd.com) / [jctsecretarial@jctltd.com](mailto:jctsecretarial@jctltd.com)

**Date: 23.02.2023**

BSE Ltd.  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai- 400 001

Dear Sir,

**Scrip Code: 500223**

**Sub: Intimation under Regulation 30 of SEBI (LODR), Regulations, 2015**

In compliance with Regulation 30 read with Para A of Part A of Schedule III of the SEBI (LODR) Regulations, 2015, this is to inform you that Mr. Kapil Raj Luthra has been appointed as New Chief Financial Officer (KMP) of the company by Board of Directors w.e.f. 23<sup>rd</sup> February, 2023. The brief profile of Mr. Kapil Raj Luthra is annexed hereunder. The details required under Regulation 30 of the SEBI (LODR) Regulations, 2015 read with SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015 are given in the enclosed Annexure I.

Kindly take the same on your records.

**Yours faithfully,  
For JCT LIMITED**

**Kanwar Nitin Singh  
Company Secretary**

**ENCL: AA**



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## Annexure-I

The details required to be furnished under Regulation 30 of the SEBI (LODR) Regulations, 2015 read with SEBI Circular CIR/CFD/CMD/4/2015 dated September 9, 2015 issued hereunder is furnished below:

Name	Mr. Kapil Raj Luthra
Reason for Change i.e. Appointment	Due to resignation of Mr. Rajnish Kumar Sood from the post of CFO
Effective Date of Appointment	With effect from 23 <sup>rd</sup> February, 2023
Brief Profile (In case of Appointment)	Mr. Kapil Raj Luthra is a Bachelor in Commerce and a Chartered Accountant and has 20 years of experience in Finance & Accounts.
Disclosure of relationship between directors (In case of Appointment)	Mr. Kapil Raj Luthra is not related to any of the Directors or KMP's or any of its relatives.

### **The Brief Profile of the Mr. Kapil Raj Luthra is as under:**

1. Name : Mr. Kapil Raj Luthra
2. Designation : Chief Financial Officer
3. Date of Appointment : 23<sup>rd</sup> February, 2023
4. Experience in specific areas : 20 Years of Experience in Finance & Accounts
5. Qualification : B.Com, Chartered Accountant
6. Email Id : [cakrluthra@gmail.com](mailto:cakrluthra@gmail.com)
7. Mobile No. : +91-9356075227

Kindly take the above information on record.

Thanking You,

Kanwar Nitin Singh  
(Company Secretary)

# JCT LIMITED



G.T. ROAD, PHAGWARA-144 401 (PB) - INDIA EPABX Nos. 01824-521500  
Fax : 01824-261191, E-mail : jctadmin@jctltd.cim Website : www.jct.co.in

MPP-AL/

February 22, 2023

Mr. Kapil Raj Luthra  
S/o DR. B.R. Luthra  
H.No.102, 1<sup>st</sup> Floor  
Amrit Apartment,  
Lajpat Nagar,  
Jalandhar - 144401,

Dear Mr. Kapil Raj Luthra,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Chief Financial Officer** with effect from the date of your joining duties i.e. **23.02.2023**. Your appointment with us will be subject to the following terms and conditions: -

- 1] You shall report to Chairman & Managing Director. You shall diligently and satisfactorily carry out instructions in connection with the responsibilities and work assigned to you.
- 2.1] You will be paid a Basic Salary of Rs. 1, 60, 000 /- per month.
- 2.2] You will be paid a Personal Allowance of Rs. 1, 56,850/- per month.
- 2.3] You will be provided housing accommodation in the Mill's Colony, if available, or in lieu thereof House Rent Allowance as per Rules of the Company.
- 2.4] You shall be entitled to such other allowances/perquisites/benefits as are applicable to your cader.
- 3] You will be treated as a confirmed employee of the Company from the date of appointment.
- 4.1] For the first three months from the date of joining, this appointment is terminable by giving one month notice in writing from either side or one month salary in lieu thereof or salary for the unexpired period of notice, as the case may be. Salary for the purpose of this clause is Basic Salary , Personal Allowance.
- 4.2] After the completion of three months from the date of joining, this appointment is terminable by giving three months notice in writing from either side or three months salary in lieu thereof or salary for the unexpired period of notice, as the case may be. Salary for the purpose of this clause is Basic Salary , Personal Allowance.

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Regd. Office: Village Chohal, Distt. Hoshiarpur (Punjab)  
Head Office : 601, Prabhat Kiran Building, 17, Rajendra Place, New Delhi-110008  
AN ISO-9001 : 2008, 14001 : 2004, SA 8000 : 2008 Certified Company  
CIN : L17117PB1946PLC004565



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: - 2 - :

- 5] During the tenure of employment, you will not solicit, seek, engage or be interested or concerned either directly or indirectly; alone or jointly with anyone else, including your spouse, son/s, brother/s or any other relations, in any office, trade, business, activity or occupation whatsoever. Breach of this regulation as per existing service rules could lead to cessation of your appointment without prior notice.
- 6] You shall not at any time or times hereafter, divulge or disclose any information, including that of confidential nature, trusts, secrets, dealings related to any aspect of the Company's business, to anyone whatsoever and would ensure that your work activities at no stage are prejudicial to Company's interests.
- 7] Your services will be governed by the Service Rules and Rules - Regulations of the Company as may be in force from time to time sofar as they are not at variance with the terms herein contained.
- 8] Your normal place of work is JCT Mills Ltd, Phagwara, 144-401, Punjab, India but the company may require you to work at any place within India or abroad on either a temporary or an indefinite basis. Furthermore, you are also liable to be transferred to any of our other affiliated or group Companies.
- 9] The assignment offered to you on a full time basis. You will apply yourself fully to the best of your ability to the Company and, will devote your whole time to the work of the organization and will not engage yourself directly or indirectly either honorary or on remuneration in any service, trade, business, vocation or occupation, including part time employment, advisory or consultant role unless agreed in writing by the Company.
- 10] During the tenure of your service, you will keep all information related to your pay and emoluments strictly confidential and will not divulge to any person within or outside this organization.
- 11] The appointment and continuation of your service will be subject to your being medically, physically and mentally fit. The management shall have the right to require you to subject yourself at any time during employment with the company to medical examination with the Medical Officer of the company or any other competent person. If you are not found medically fit, your services may be terminated by giving the notice or salary in lieu thereof, as per clause 4.1 & 4.2 of this letter.

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:- 3 -:

- 12] The increment / promotion / demotion / reward etc. shall be declared at the discretion of the management depending upon your efficiency, performance, sincerity and loyalty to the company and / or any other factor felt important by the management and also subject to the prosperity / financial position of the company. Thus, the same can not be claimed as a right by the employee at any time of his / her services.
- 13] You shall be retired from services on attaining the age of 58 years automatically, as per the proof of the age submitted with the company.
- 14] This appointment is based on the information given by you to the company in your employment personal data / resume submitted and otherwise, and shall be considered null and void if a material error / suppression or false detail is discovered therein at anytime. In that case, your employment will be ceased immediately without any notice or salary in lieu thereof.
- 15] The Company may issue policies, procedures and rules on the conduct that it expects from its employees and may amend or replace them from time to time. You must familiarise yourself with the comply with the content of any such policies, procedures and rules. You will follow and abide by the Code of Conduct enclosed herewith in Annexure \_I\_.
- 16] In case of any dispute arising out of employment, the same shall be subject to jurisdiction of Tehsil: Phagwara, District: Kapurthala, Punjab.

We welcome you to our organization and hope that you will work with high spirit in good faith of the company. We wish you a successful and prosperous career with us.

Please sign the duplicate copy of the letter as a token of your acceptance and return the same to us.

Yours faithfully,  
For **JCT LIMITED**,

**Rajeev Bakshsi**  
VP (Group IT, HR & Admin.)

Encl: As above

"I accept the above terms and shall abide by the Service Rules of the Company".

SIGNATURE  \_\_\_\_\_ DATE 23-2-23.



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