

KANT & COMPANY LIMITED

4 DR. RAJENDRA PRASAD SARANI (CLIVE ROW), KOLKATA – 700001
CIN: L17232WB1952PLC020773

The Calcutta Stock Exchange
7, Lyons Range
Kolkata - 700 001

Dear Sir/Madam,

Sub: **Notice of Postal Ballot**

We enclose herewith a copy of the Notice of Postal Ballot ('Notice') of Kant & Company Limited (the Company) dated November 13, 2025, as per provisions of the Companies Act, 2013 read with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, seeking approval of the Members of the Company on the Ordinary / Special resolution(s) forming part of the Notice.

In accordance with the General Circulars issued by the Ministry of Corporate Affairs as listed in the Notice, the Notice is being sent through electronic / physical mode to those Members whose names appear in the Register of Members of the Company as on **Friday, January 9, 2026** (Cut-Off date) and whose email addresses are registered with the Company (in case of electronic shareholding) or who will register their email address in accordance with the process outlined in the Notice. In case of physical voting, physical copy of the Notice along with Postal Ballot Form and pre-paid business reply envelope are being sent to the Members for this Postal Ballot.

The Company has engaged the services of Central Depository Services (India) Limited (CDSL) for the purpose of providing remote e-voting facility to its Members and accordingly the communication of assent or dissent of the Members would take place through the remote e-voting and physical system. The remote e-voting and physical voting shall commence on **Monday, January 12, 2026 at 9:00 a.m. (IST)** and shall end on **Tuesday, February 10, 2026 at 5:00 p.m. (IST)**. The remote e-voting module shall be disabled by CDSL for voting thereafter. The voting rights of the Members shall be in proportion to their share of the paid- up equity share capital of the Company as on the Cut-Off date. The instructions for remote e-voting are provided in the Notes to Notice.

Members whose email addresses are not registered with the Company / Depository Participants, to receive the Notice, may register their email address with us on or before **5:00 p.m. (IST) on Friday, January 9, 2026**. The process for registration of email address is also provided in the enclosed Notice.



The said Notice is also being made available on the website of the Company at www.kantandcompany.com and on the website of CDSL at www.cDSLindia.Com.

This disclosure is being given pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

You are requested to take the same on record.

Thanking You

For Kant & Company Limited

Reena Agarwal
Reena Agarwal
Company Secretary



Encl: as above

KANT & COMPANY LIMITED

4 DR. RAJENDRA PRASAD SARANI (CLIVE ROW), KOLKATA – 700001
CIN: L17232WB1952PLC020773

NOTICE OF POSTAL BALLOT

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

ELECTRONIC/ PHYSICAL VOTING STARTS ON	ELECTRONIC / PHYSICAL VOTING ENDS ON
Monday, January 12, 2026 at 9:00 a.m. (IST)	Tuesday, February 10, 2026 at 5:00 p.m. (IST)

Dear Member(s),

NOTICE is hereby given pursuant to Section 110 read with Section 108 and other applicable provisions, if any, of the Companies Act, 2013, ('**the Act**') (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), read with Rules 20 and 22 of the Companies (Management and Administration) Rules, 2014, ('**Rules**'), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('**SEBI Listing Regulations**') and the Secretarial Standard - 2 on General Meetings issued by the Institute of Company Secretaries of India ('**SS-2**'), each as amended, and in accordance with the requirements prescribed by the Ministry of Corporate Affairs ('**MCA**') vide General Circular No.09/2024 dated 19.09.2024 has decided to allow the Companies to seek approval of Shareholders by Postal Ballot on or before 30th Sept, 2025, in accordance with the requirements laid down in paragraphs 3 and 4 of the General Circular No.20/2020 dated 05.05.2020 (collectively referred to as ('**MCA Circulars**')), to transact the special business as set out hereunder by passing Ordinary / Special Resolution, as applicable, by way of postal ballot only by voting through electronic means (remote e-voting).

In compliance with the aforesaid MCA Circulars, this Postal Ballot Notice ('**Notice**') is being sent by Kant & Company Limited ('**the Company**') through electronic and physical mode to those Members whose email addresses are registered with the Company. In case of physical mode , physical copy of the Notice along with Postal Ballot Form and pre-paid business reply envelope are being sent to the Members for this Postal Ballot. The process for registration of email address is appended in the Notes to this Notice. In compliance with Regulation 44 of the SEBI Listing Regulations and pursuant to the provisions of Sections 108 and 110 of the Act read with the Rules, MCA Circulars and SS-2, the Company is providing remote electronic and physical voting facility to its Members, to enable them to cast their votes electronically and physically. The communication of the assent or dissent of the Members would take place through the remote electronic and physical voting system. The Company has engaged the services of the Central Depository Services (India) Limited ('**CDSL**') for the purpose of providing remote e-voting facility to its Members.

The Explanatory Statement pursuant to Sections 102 and 110 and other applicable provisions of the Act, pertaining to the said Resolutions setting out the material facts and the reasons/ rationale thereof are annexed to this Notice.

Members desiring to exercise their vote through the remote electronic and physical voting facility arranged by the Company are requested to carefully read the instructions and follow the procedure as stated in the Notes forming part of this Notice for casting of votes not later than **5:00 p.m. (IST) on Tuesday, February 10, 2026**. The remote electronic and physical voting facility will be disabled by CDSL immediately thereafter and voting shall not be allowed beyond the said time and date.

The Company has appointed Mrs. Geeta Roy Chowdhury, Practicing Company Secretary (FCS No. 7040/C.P. No. 7741), as the Scrutinizer to scrutinize the remote electronic and physical voting process in a fair and transparent manner.

After completion of scrutiny of the votes cast, the Scrutinizer will submit his report to the Chairman or any other person authorised by him. The results declared, along with the Scrutinizer's Report, shall be announced by the Chairman or such person as authorised, within the stipulated timelines. The Scrutinizer's decision on the validity of votes cast will be final.

The said results will be displayed on the website of the Company at www.kantandcompany.com, the website of CDSL at www.evotingindia.com and shall also be communicated to the Calcutta Stock Exchange where the Company's Ordinary Shares are listed. The results shall also be displayed on the Notice Board at the Registered Office of the Company.



SPECIAL BUSINESS:

Reappointment of Manager - Mr. Abhijit De (PAN: ANWPD2630A)

To consider and, if thought fit, to pass the following resolution as an Ordinary 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 ("the Act"), the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and applicable regulations of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 (including any statutory modification(s) or re - enactments thereof, for the time being in force) and as recommended by the Nomination and Remuneration Committee and the Audit Committee and as approved by the Board of Directors ("Board") of the Company, consent of the Members of the Company be and is hereby accorded for reappointment of Mr. Abhijit De (PAN: ANWPD2630A) as Manager (as defined under Section 2(53) of the Act) of the Company for a period of 4 (Four) years commencing from 11th February, 2026 upto 10th February, 2030 (both days inclusive) on the terms and conditions, including the remuneration as set out in the Explanatory Statement annexed to the Notice convening this Meeting, with the liberty to the Board to alter and vary the terms and conditions of the said appointment in such manner as may be agreed between the Board and Mr. Abhijit De during the period of his appointment within the overall ceiling as mentioned therein.

RESOLVED FURTHER THAT in the event of absence of profits or inadequate profits in any financial year, the salary, perquisites and statutory benefits as set out in the explanatory statement forming part of this resolution be paid as minimum remuneration to Mr. Abhijit De, even if it exceeds the various stipulated limits of the various provisions of the Act or the rules related thereto during any financial year / period in between.

RESOLVED FURTHER THAT the Board of Directors of the Company 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, expedient and incidental thereto to give effect to this resolution and for matter connected therewith or incidental thereto."

Notes:

- 1 The Explanatory Statement pursuant to the provisions of Section 102 of the Companies Act, 2013 ('**the Act**') read with Section 110 of the Act and Rule 22 of the Companies (Management and Administration) Rules, 2014, as amended from time to time, setting out the material facts relating to the aforesaid resolutions and the reasons thereof is annexed hereto and forms part of this Postal Ballot Notice ('**Notice**').
- 2 In compliance with the MCA Circulars, the Company is sending this Notice in electronic and physical form to those Members whose names appear in the Register of Members of the Company as on **Friday, January 9, 2026 ('Cut-Off date')** and whose email addresses are registered with the Company (in case of electronic shareholding) or who will register their email address in accordance with the process outlined in this Notice. The voting rights of the Members shall be in proportion to their share of the paid-up equity share capital of the Company as on the Cut-Off date i.e. **Friday, January 9, 2026**.



- 3 The Company is pleased to provide remote electronic and physical voting facility to its Members, to enable them to cast their votes electronically and physically. The instructions for remote electronic voting are mentioned in Note No.12 of this Notice. A Member shall only avail this facility as per the instructions provided herein.
- 4 Only those Members whose names are appearing in the Register of Members / List of Beneficial Owners as on the Cut-Off date shall be eligible to cast their votes through postal ballot by remote electronic and physical voting. A person who is not a Member on the Cut-Off date should treat this Notice for information purposes only.
 - It is however clarified that, all Members of the Company as on the Cut-Off date (including those Members who may not have received this Notice due to non-registration of their email addresses with the Company) shall be entitled to vote in relation to the aforementioned resolutions in accordance with the process specified in this Notice.
- 5 The remote electronic and physical voting shall commence on **Monday, January 12, 2026 at 9:00 a.m. (IST)** and shall end on **Tuesday, February 10, 2026 at 5:00 p.m. (IST)**. During this period, Members of the Company holding shares in physical or electronic form as on the Cut-Off date may cast their vote electronically and physically. The remote electronic and physical voting module shall be disabled by CDSL for voting thereafter.
- 6 A copy of this Postal Ballot Notice is also available on the website of the Company at www.kantandcompany.com, the relevant section of the website of the Calcutta Stock Exchange, on which the Ordinary Shares of the Company are listed and on the website of CDSL at www.evotingindia.com.
- 7 The voting for this Postal Ballot cannot be exercised through proxy.
- 8 Members who wish to inspect the documents referred to in the Notice or Explanatory Statement may send their requests at kantcoltd@gmail.com from their registered email address mentioning their Name, Folio Number / DP ID & Client ID until the last date of remote electronic and physical voting period of this Postal Ballot i.e. **Tuesday, February 10, 2026**.
- 9 The Resolutions, if passed by the requisite majority, will be deemed to have been passed on the last date specified for remote electronic and physical voting i.e. **Tuesday, February 10, 2026**. Further, resolutions passed by the Members through postal ballot are deemed to have been passed as if they are passed at a General Meeting of the Members.
- 10 Once the vote on a Resolution is cast by the Member the Member, shall not be allowed to change it subsequently.
- 11 Members holding Shares in physical mode are requested to intimate changes in their address to the company. Members holding Shares in electronic mode are requested to send the intimation for change of address to their respective Depository Participants. Any such changes effected by the Depository Participants will automatically reflect in the Company's subsequent records.

2 Instruction for Electronic Voting (E-Voting)

Pursuant to provisions of Section 108 of the Companies Act, 2013 and Rule 20 of the Companies (Management and Administration) Rules, 2014 as amended by the Companies (Management and Administration) Amendment Rules, 2015 and Regulation 44 of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015, the Company is pleased to provide the members the facility to exercise their right to vote by electronic means and all resolutions set forth in this Notice may be transacted through e-Voting Services provided by **Central Depository Services (India) Limited ("CDSL")**.

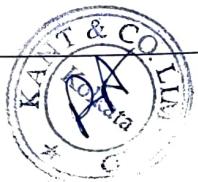
The voting period begins on **Monday, 12th January, 2026 (9:00 a.m. IST)** and ends on **Tuesday, 10th February, 2026 (5:00 p.m. IST)** (**inclusive of both days**). During this period, shareholders of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date of **9th January, 2026**, may cast their vote electronically. The remote e-voting module shall be disabled by CDSL for voting thereafter.

In terms of SEBI Circular No. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated 9th December, 2020 on e-Voting facility provided by Listed Companies, 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 address correctly in their demat account in order to access e-Voting facility.



A. Pursuant to above said SEBI Circular, Login method for e-Voting 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	<p>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 URL for users to login to Easi / Easiest are https://web.cdslindia.com/myeasi/home/login or visit www.cdslindia.com and click on Login icon and select New System Myeasi.</p> <p>2) After successful login the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the evoting is in progress as per the information provided by company. On clicking the evoting 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. 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.</p> <p>3) If the user is not registered for Easi/Easiest, option to register is available at: https://web.cdslindia.com/myeasi/Registration/EasiRegistration</p> <p>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 evoting is in progress and also able to directly access the system of all e-Voting Service Providers.</p>
Individual Shareholders holding securities in demat mode with NSDL	<p>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.</p> <p>2) If the user is not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com/SecureWeb/IdasDirectReg.jsp</p> <p>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 held 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.</p>
Individual Shareholders (holding securities in demat mode) login through their Depository Participants	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.



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. 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. 1800 2255 33
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 toll free no.: 022-4886 7000 and 022-2499 7000

B. Login method for e-Voting for members other than individual members holding securities in Demat form & physical shareholders.

- i) The shareholders should log on to the e-voting website at www.evotingindia.com during the voting period.
- ii) Click on "Shareholders" tab.
- iii) Now enter your User Id:
 - a. For CDSL: 16 digits beneficiary ID;
 - b. For NSDL: 8 characters DP ID followed by 8 digits client ID and
 - c. Members holding shares in Physical Form should enter Folio No. registered with the Company excluding the special character.
- iv) Next enter the Image Verification as displayed and Click on Login.
- v) If you are holding shares in Demat form and had logged on to www.evotingindia.com and voted on an earlier 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 Member holding shares in Demat Form and Physical Form	
PAN	<p>Enter your 10 digit alpha-numeric *PAN issued by Income Tax Department (Applicable for both demat shareholders as well as physical shareholders)</p> <ul style="list-style-type: none"> • Members who have not updated their PAN with the Company/Depository Participant are requested to use the sequence number sent by Company/RTA or contact Company/RTA. • In case the sequence number is less than 8 digits enter the applicable number of 0's before the number after the first two characters of the name in CAPITAL letters. Eg. If your name is Ramesh Kumar with sequence number 1 then enter RA00000001 in the PAN field.
DOB	Enter the Date of Birth as recorded in your demat account with the depository or in the Company records for your folio in dd/mm/yyyy format.
Bank Account Number (DBD)	<p>Enter the Bank Account Number as recorded in your demat account with the depository or in the Company records for your folio.</p> <ul style="list-style-type: none"> • Please enter the DOB or Bank Account Number in order to login. • If both the details are not recorded with the depository or company then please enter the member-id/ folio number in the Bank Account Number details field as mentioned in above instruction (iii).



- vi) After entering these details appropriately, click on "SUBMIT" tab.
- vii) Members holding shares in physical form will then directly reach the Company selection screen. However, members 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 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.
- viii) For Members holding shares in physical form, the details can be used only for e-voting on the resolutions contained in this Notice.
- ix) Click on the EVSN for the relevant Company name i.e., "KANT & CO. LIMITED" on which you choose to vote.
- x) On the voting page, you will see "RESOLUTION DESCRIPTION" and against the same the option "YES/NO" for voting. Select the option "YES/NO" as desired. The option YES implies that you assent to the Resolution and option NO implies that you dissent to the Resolution.
- xi) Shareholders holding multiple folios/ demat accounts shall choose the voting process separately for each folio/ demat account.
- xii) Click on the "RESOLUTION FILE LINK" if you wish to view the entire Resolution details.
- xiii) 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.
- xiv) Once you "CONFIRM" your vote on the resolution, you will not be allowed to modify your vote.
- xv) You can also take out print of the voting done by you by clicking on "Click here to print" option on the Voting page.
- xvi) **Notes for Institutional Shareholders:**
 - Institutional shareholders (i.e. other than Individuals, HUF, NRI etc.) and Custodians are required to log on to <https://www.evotingindia.com> and register themselves as Corporates.
 - A scanned copy of the Registration Form bearing the stamp & signature of the entity should be emailed to helpdesk.evoting@cdslindia.com.
 - After receiving the login details they have to create a compliance user 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 should be mailed to helpdesk.evoting@cdslindia.com and on approval of the accounts they would be able to cast their vote.
 - 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 scrutineer to verify the same.
- xvii) Institutional Members / Bodies Corporate (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. together with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote through e-mail at kantcoltd@gmail.com and geetaroychowdhury@gmail.com with a copy marked to helpdesk.evoting@cdslindia.com without which the vote shall not be treated as valid.

- Other Instructions:
 - i) The voting right of the Members shall be in proportion to their shares of the paid up equity share capital of the Company held by them as on cut-off date of 9th January, 2026. The facility of e-voting would be provided once for every folio/ client id, irrespective of the number of joint holders. A person who is not a member as on cut-off date should treat this notice for information purpose only.
 - ii) The notice will be sent to the members, whose names appear in the register of members/ beneficiary owners as at closing hours of business, on 9th January, 2026.
 - iii) Investors who became members of the Company subsequent to the dispatch of the Notice/ Email and holds the shares as on the cut-off date i.e. of 9th January, 2026 are requested to send the written/ email communication to the Company at kantcoltd@gmail.com by mentioning their Folio No./ DP ID and Client ID to obtain the Login-ID and Password for e-voting.
 - iv) In case you have any queries or issues regarding e-voting, you may refer the Frequently Asked Questions ("FAQs") and e-voting manual available at www.evotingindia.com under help section or write an email to helpdesk.evoting@cdslindia.com or contact them at toll free no. 1800 2255 33.
 - v) All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Senior Manager, (CDSL) Central Depository Services (India) Limited, A Wing, 25th Floor, Marathon Futurex, Mafatlal Mill Compound, N M Joshi Marg, Lower Parel (East), Mumbai- 400013 or send an email to helpdesk.evoting@cdslindia.com or call at toll free no. 1800 2255 33.

- **Scrutinizer**
The Company has appointed Mrs Geeta Roy Chowdhury, Practicing Company Secretary (FCS No. 7040/C.P. No. 7741), as Scrutinizer for conducting the electronic and physical voting process in a fair and transparent manner.



■ Declaration Of Results

After completion of scrutiny of the votes cast, the Scrutinizer will submit his report to the Chairman or any other person authorised by him. The results declared, along with the Scrutinizer's Report, shall be announced by the Chairman or such person as authorised, within the stipulated timelines. The Scrutinizer's decision on the validity of votes cast will be final.

The said results will be displayed on the website of the Company at www.kantandcompany.com, the website of CDSL at www.evotingindia.com and shall also be communicated to the Calcutta Stock Exchange where the Company's Ordinary Shares are listed. The results shall also be displayed on the Notice Board at the Registered Office of the Company.

EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF COMPANIES ACT, 2013

Mr. Abhijit De (PAN: ANWPD2630A) has been reappointed as Manager of the Company by the Board of Directors of the Company vide its meeting held on 13th November, 2025 upon the recommendation of the Nomination and Remuneration Committee for a period of 4 years w.e.f. 11th February 2026, subject to the approval of the Members.

In accordance with section 196(4) of the Companies Act, 2013 and subject to the approval of the Central Government and the provisions of section 197 and Schedule V and any other applicable provisions (including any modification or re-enactment thereof), if any, of the Companies Act, 2013 the approval of the Members is being sought for the reappointment of Mr. Abhijit De (PAN: ANWPD2630A) as the Manager of the Company. The Board of Directors recommends the ordinary resolution of this notice for your approval. The main terms and conditions relating to the appointment of Mr. Abhijit De as the Manager are as follows:

The Company shall pay to the Manager during the continuance of this agreement in consideration of the performance of his duties –

- A. Basic Salary - Rs. 42,000/- per month;
- B. House Rent Allowance - Rs. 4,200/- per month;
- C. Transport Allowance - Rs. 3,000/- per month;
- D. Medical Allowance - Rs. 3,500/- per month;
- E. Ex-Gratia - Rs. 3,500/- per month;
- F. Bonus- One month Basic pay
- G. Provident Fund and Gratuity payable in accordance with statute;
- H. The Manager shall be entitled to such increments from time to time as the Board may in the discretion determine;

None of the Directors and Key Managerial Personnel of the Company and their relatives is concerned or interested financially or otherwise in the resolution set out in the accompanying Notice of Postal Ballot. The resolution is proposed for your approval in the interest of the Company.

Registered Office:

4, Dr. Rajendra Prasad Sarani
(Clive Row), Kolkata – 700001

CIN: L17232WB1952PLC020773

Phone: (033) 2230-9926

Email: kantcoltd@gmail.com

Website: www.kantandcompany.com

Date: 13th November, 2025

Place: Kolkata

By Order of the Board of Directors
For Kant & Company Limited

Reena Agarwal

Company Secretary

