JAYASWAL NECO INDUSTRIES LIMITED
CIN : L28920MH1972PLC016154
REGD. OFFICE : F-8, MIDC INDUSTRIAL AREA, HINGNA ROAD, NAGPUR - 440016 (INDIA).
PHONE : +91-7104-237276, 237471, 237472
FAX : +91-7104-237583, 236255 • E-MAIL : contact@necoindia.com • Website : www.necoindia.com

**Date:** 28th October, 2025

**To**

| | |
|---|---|
| **National Stock Exchange of India Limited** | **BSE Limited** |
| **NSE Symbol: JAYNECOIND** | **Scrip Code: 522285** |
| **Through:** NEAPS | **Through:** BSE Listing Centre |

Dear Sir / Madam,

**Subject: Intimation of Notice of Postal Ballot.**

Pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 **("Listing Regulations"**), please find enclosed the copy of the Notice of Postal Ballot of the Company dated 17th October, 2025 along with statement pursuant to Section 102 of the Companies Act, 2013 ("Postal Ballot Notice") seeking approval of the Members of the Company for the following Special/Ordinary Resolutions:-

1. **Re-appointment of Shri Arvind Jayaswal (DIN: 00249864) as Chairman and Whole time Director of the Company w.e.f. 1st January, 2026 (Special Resolution).**

2. **Re-appointment of Shri Ramesh Jayaswal (DIN: 00249947) as Managing Director of the Company w.e.f. 1st January, 2026 (Ordinary Resolution).**

3. **Appointment of Shri Anand Jayaswal (DIN: 00192612) as a Non-Executive Director of the Company w.e.f. 1st January, 2026 (Ordinary Resolution).**

4. **Appointment of Shri Avneesh Jayaswal (DIN: 01227404) as a Director of the Company w.e.f. 1st January, 2026 (Ordinary Resolution).**

5. **Appointment of Shri Avneesh Jayaswal (DIN: 01227404) as a Whole Time Director designated as an Executive Director of the Company w.e.f. 1st January, 2026 (Ordinary Resolution).**

Pursuant to Sections 108 and 110 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 Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) ("Rules"), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), General Circular Nos. 14/2020 dated April 8, 2020 read with other relevant circulars issued in this regard, the latest being General Circular Nos. 03/2025 dated September 22, 2025, issued by the Ministry of Corporate Affairs, Government of India ("MCA Circulars"), Notice will be sent through E-Mail only, to all the Members/Beneficiaries whose name appears in the register of Members/record of Depositories as on the Cut-off Date i.e. Friday, 24th October, 2025 and whose e-mail addresses are registered with Company/ Depository Participant(s)/Depositories/ the Registrar& Transfer agents of the Company i.e. MUFG Intime India Private Limited.

NECO INDUSTRIES LIMITED NAGPUR JAYASWAL

CORPORATE OFFICE :
D-3/1, Central MIDC Road, Hingna MIDC Industrial Area, Nagpur-440016 (India).
PHONE : 0712-2873300

BRANCH OFFICES :
"NECO HOUSE" D-307, Defence Colony, New Delhi - 110024. (India).
PHONE : 011-32041695
FAX NO. : 011-24642190

Unit No. 1804, 18th Floor, "One Lodha Place" Senapati Bapat Marg, Lower Parel, Mumbai - 400013 (India).
PHONE : 022-45164352

TRUST HOUSE, 5th Floor, 32-A, Chittaranjan Avenue, Kolkata-700012 (India).
PHONES : 033-22122368, 22120502
FAX : 033-22122560

In accordance of MCA Circulars, physical copy of Postal Ballot Notice along with Postal Ballot forms and pre-paid business reply envelope has not been sent to the Shareholders for this Postal Ballot and the Shareholders are required to communicate their assent or dissent through remote e-voting systems only.

The Company has appointed National Securities Depository Limited (NSDL) for facilitating e-voting to enable Members to cast their votes electronically.

The remote e-Voting facility would be available during the following period:

| | |
|---|---|
| Commencement of e-Voting | Saturday, 1st November, 2025 at 9:00 A.M. |
| End of e-Voting | Sunday, 30th November, 2025 at 5:00 P.M |

During this Period Members of the Company holding Equity Shares either in physical form or in dematerialized form, as on the Cut-off Date i.e. Friday, 24th October, 2025 may cast their votes electronically. E-voting shall not be allowed after 5:00 P.M. on Sunday, 30th November, 2025. The E-voting module shall be disabled by NSDL for voting thereafter.

The Results of the Postal Ballot/ E-voting will be declared within 2 (Two) working days from the conclusion remote e-voting. The results along with Scrutinizer's Report shall be placed on the website of the Company at www.necoindia.com and on the website of NSDL i.e. www.evoting.nsdl.com and communicated to BSE Ltd. (www.bseindia.com) and National Stock Exchange of India Ltd. (www.nseindia.com).

The Notice is also available on the website of the Company at www.necoindia.com and the website of the NSDL i.e. www.evoting.nsdl.com.

We request you to take this on record.

Thanking You,

Yours Faithfully,

For **JAYASWAL NECO INDUSTRIES LIMITED**

Ashish Srivastava

Digitally signed by Ashish Srivastava
Date: 2025.10.28 12:35:48 +05'30'

JAYASWAL NECO INDUSTRIES LIMITED NAGPUR

Ashish Srivastava
Company Secretary & Compliance Officer
Membership No. A20141

**Encl.: A/a**

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# NOTICE OF POSTAL BALLOT

**[Pursuant to Section 110 of the Companies Act, 2013 read with the Companies (Management and Administration) Rules, 2014]**

Notice is hereby given to the Members of **JAYASWAL NECO INDUSTRIES LIMITED** (the "**Company**") that the resolutions appended below are proposed to be passed by the Members through Postal Ballot by way of remote e-voting ("e-voting/remote e-voting"), in accordance with the provisions of Section 110 read with Section 108 and other applicable provisions, if any, of the Companies Act, 2013 read with the Companies (Management and Administration) Rules, 2014 and other applicable laws and regulations including any statutory modification(s) or re- enactment(s) thereof for the time being in force and in accordance with Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") and the relevant Circulars issued by the Ministry of Corporate Affairs in this regard.

**SPECIAL BUSINESSES:**

1. **Re-appointment of Shri Arvind Jayaswal (DIN: 00249864) as Chairman and Whole time Director of the Company w.e.f. 1st January, 2026.**

   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, 203 read with Schedule V and all other applicable provisions, if any, of the Companies Act, 2013 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and based upon the recommendation of Nomination and Remuneration Committee and of the Board of Directors of the Company, the consent of the Company, be and is hereby accorded to the re-appointment of Shri Arvind Jayaswal (DIN: 00249864) ("the Appointee") as Chairman and Whole time Director of the Company, liable to retire by rotation, for a period of 3 (three) years with effect from the 1st day of January, 2026 up to 31st day of December, 2028, on terms and conditions including remuneration as under:-

   a) Remuneration:

| Period | Monthly CTC (includes PF @ 12% on basic salary) (Amount in Rs.) |
|---|---|
| 01.01.2026 to 31.12.2026 | 31,66,666* |
| 01.01.2027 to 31.12.2027 | 38,00,000*<br>(Increase of 20%) |
| 01.01.2028 to 31.12.2028 | 45,60,000*<br>(Increase of 20%) |

   *Bifurcation of Basic Salary, HRA, Conveyance, other allowances etc. as per HR Policy/Salary slab.

   b) Others : Gratuity, Leave encashment, Telephone and Car for office use, Club Membership (one) as per the rules applicable to senior cadre personnel of the Company.

   c) Commission : Up to 3% of the Net Profits as computed under Section 198 of the Companies Act, 2013.

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d) Minimum Remuneration : In the event of losses or inadequate profits, Salary, allowances and perquisites as above, subject to requisite approvals.

**“RESOLVED FURTHER THAT** the above terms and conditions including remuneration may be varied by the Board of Directors of the Company from time to time subject to the provisions and limits specified in Schedule V of the Companies Act, 2013 including any statutory modifications or re-enactment thereof as the case may be.”

**“RESOLVED FURTHER THAT** the Board of Directors, be and is hereby also authorized to take such steps, actions and do things, deeds, matters as may be required or are necessary so as to give effect to this Resolution.”

**2. Re-appointment of Shri Ramesh Jayaswal (DIN: 00249947) as Managing Director of the Company w.e.f. 1st January, 2026.**

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 Sections 196, 197, 198, 203 read with Schedule V and all other applicable provisions, if any, of the Companies Act, 2013 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and based upon the recommendation of Nomination and Remuneration Committee and of the Board of Directors of the Company, the consent of the Company, be and is hereby accorded to the re-appointment of Shri Ramesh Jayaswal (DIN: 00249947) (“the Appointee”) as Managing Director of the Company, liable to retire by rotation, for a period of 3 (three) years with effect from the 1st day of January, 2026 up to 31st day of December, 2028, on terms and conditions including remuneration as under:-

a) Remuneration:

| Period | Monthly CTC (includes PF @ 12% on basic salary) (Amount in Rs.) |
|---|---|
| 01.01.2026 to 31.12.2026 | 31,66,666* |
| 01.01.2027 to 31.12.2027 | 38,00,000*<br>(Increase of 20%) |
| 01.01.2028 to 31.12.2028 | 45,60,000*<br>(Increase of 20%) |

*Bifurcation of Basic Salary, HRA, Conveyance, other allowances etc. as per HR Policy/Salary slab.

b) Others : Gratuity, Leave encashment, Telephone and Car for office use, Club Membership (one) as per the rules applicable to senior cadre personnel of the Company.

c) Commission : Up to 3% of the Net Profits as computed under Section 198 of the Companies Act, 2013.

d) Minimum Remuneration : In the event of losses or inadequate profits, Salary, allowances and perquisites as above, subject to requisite approvals.

**"RESOLVED FURTHER THAT** the above terms and conditions including remuneration may be varied by the Board of Directors of the Company from time to time subject to the provisions and limits specified in Schedule V of the Companies Act, 2013 including any statutory modifications or re-enactment thereof as the case may be."

**"RESOLVED FURTHER THAT** the Board of Directors, be and is hereby also authorized to take such steps, actions and do things, deeds, matters as may be required or are necessary so as to give effect to this Resolution."

**3. Appointment of Shri Anand Jayaswal (DIN: 00192612) as a Non-Executive Director of the Company w.e.f. 1st January, 2026.**

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 152 and other applicable provisions, if any, of the Companies Act, 2013, the Companies (Appointment and Qualifications of Directors) Rules, 2014, (including any statutory modification(s) or re-enactment thereof for the time being in force) and based upon the recommendation of Nomination and Remuneration Committee and of the Board of Directors of the Company, Shri Anand Jayaswal (DIN: 00192612), who is eligible for appointment and in respect of whom the Company has received a notice under Section 160 of the Companies Act, 2013 from a member proposing his candidature for the office of a director, be and is hereby appointed as a Non-Executive Director of the Company liable to retire by rotation, with effect from 1st January, 2026."

**4. Appointment of Shri Avneesh Jayaswal (DIN: 01227404) as a Director of the Company w.e.f. 1st January, 2026.**

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 152 and other applicable provisions, if any, of the Companies Act, 2013, the Companies (Appointment and Qualifications of Directors) Rules, 2014, (including any statutory modification(s) or re-enactment thereof for the time being in force) and based upon the recommendation of Nomination and Remuneration Committee and of the Board of Directors of the Company, Shri Avneesh Jayaswal (DIN: 01227404), who is eligible for appointment and in respect of whom the Company has received a notice under Section 160 of the Companies Act, 2013 from a member proposing his candidature for the office of a director, be and is hereby appointed as a Director of the Company liable to retire by rotation, with effect from 1st January, 2026."

**5. Appointment of Shri Avneesh Jayaswal (DIN: 01227404) as a Whole Time Director designated as an Executive Director of the Company w.e.f. 1st January, 2026.**

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 Sections 196, 197, 198, 203 read with Schedule V and all other applicable provisions, if any, of the Companies Act, 2013 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and based upon the recommendation of Nomination and Remuneration Committee and of the Board of Directors of the Company, the consent of the Members, be and is hereby accorded to the appointment of Shri Avneesh Jayaswal (DIN: 01227404), as a

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Whole Time Director designated as an Executive Director of the Company, liable to retire by rotation, for a period of 3 (three) years with effect from the 1st day of January, 2026 up to 31st day of December, 2028, on the terms and conditions including remuneration as under:-

A] Remuneration:

| Period | Monthly CTC (includes PF @ 12% on basic salary) (Amount in Rs.) |
|---|---|
| 01.01.2026 to 31.12.2026 | 13,33,333* |
| 01.01.2027 to 31.12.2027 | 16,00,000* (Increase of 20%) |
| 01.01.2028 to 31.12.2028 | 19,20,000* (Increase of 20%) |

*Bifurcation of Basic Salary, HRA, Conveyance, other allowances etc. as per HR Policy/Salary slab.

B] Variables: One Time Performance Pay, Ex-gratia Amount, Club Membership (one) and other benefits, perquisites etc., as applicable/ payable to the other employees occupying similar position in the said cadre, as per the applicable policy of the Company.

By **Order of the Board of Directors**
For **Jayaswal Neco Industries Limited**

Date: 17th October, 2025

Registered Office: F-8, MIDC Industrial Area, Hingna Road, Nagpur-440016 (MH).

Ashish Srivastava
Company Secretary & Compliance Officer
Membership No. A20141

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## Notes

1. The Explanatory Statement pursuant to Section 102(1) of the Companies Act, 2013 in respect of the special business above is attached herewith.

   Pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, particulars of Directors seeking re-appointment through this postal ballot is also annexed hereto.

2. In compliance with the General Circular Nos. 14/2020 dated April 8, 2020 and 17/2020 dated April 13, 2020 read with other relevant circulars, including General Circular No. 09/2024 dated September 19, 2024 and General Circular No. 03/2025 dated September 22, 2025, issued by the Ministry of Corporate Affairs ("MCA Circulars"), this Postal Ballot Notice is being sent only through electronic mode to those members whose names appear in the register of members / register of beneficial owners as on Friday, October 24, 2025 **("Cut-Off Date")** received from the Depositories and whose e-mail address is registered with the Company / Registrar and Transfer Agent / Depository Participants / Depositories. Physical copies of this Postal Ballot Notice along with postal ballot forms and pre-paid business reply envelopes are not being sent to members for this Postal Ballot and shareholders are required to communicate their assent or dissent through the remote e-voting system only.

3. Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 & Rule 22 of the Companies (Management and Administration) Rules, 2014 (as amended) and Regulation 44 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), and the MCA Circulars, the Company is providing facility of remote e-Voting to its Members in respect of the business to be transacted through Postal Ballot. The Company has engaged the services of National Securities Depositories Limited (NSDL) for providing e-voting facility. Instructions and other information relating to remote e-voting are given in the Notice under **Note No. 11**.

4. Members may note that the Notice will also be available on the Company's website www.necoindia.com, websites of the Stock Exchanges i.e. BSE Limited and National Stock Exchange of India Limited at www.bseindia.com and www.nseindia.com respectively and on the website of the e-voting agency – National Securities Depository Limited at www.evoting.nsdl.com.

5. Relevant documents referred to in the accompanying Notice are open for inspection by the Members at the Registered Office of the Company on all working days, except Saturdays, during business hours from the date of circulation of this Postal Ballot Notice until the last date of e-voting.

   As per the MCA Circular, Service of documents through electronic mode i.e. e-mail by the Company will be a valid compliance of Section 101 of the Companies Act, 2013. As such the members who are yet to register are requested to furnish/ register their e-mail id's at rnt.helpdesk@in.mpms.mufg.com along with their Folio No. and No. of shares/ Client ID/ DP ID with Depository Participants (DP) for shares held in electronic form or with the Registrar and Share Transfer Agent (MUFG Intime India Private Limited) to enable the Company to send all notices, periodical statements etc. of the Company through electronic mode.

6. Voting rights will be in proportion to the shares registered in the name of the Members as on Friday, October 24, 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 by remote e-voting.

7. Smt. Rachana Daga, Company Secretary, Proprietor of M/s. R. A Daga & Co., Company Secretaries, Nagpur, has been appointed by the Board of Directors of the Company to act as the Scrutinizer for conducting the Postal Ballot, through e-voting process in a fair and transparent manner and submit a consolidated Scrutinizer's report of the total votes cast to the Chairman/Authorised Person of the Company. Smt. Rachana Daga has submitted her consent to act as scrutinizer.

8. The Scrutinizer shall after the conclusion of voting through postal ballot, will unblock the votes cast through remote e-voting in the presence of at least two witnesses not in the employment of the Company and shall make, not later than two working days of the conclusion of the voting through postal ballot, a consolidated Scrutinizer's report of the total votes cast in favour or against, if any, to the Chairman or any person authorised by him, who shall countersign the same and declare the result of the voting forthwith.

9. The results declared along with the report of the Scrutinizer shall be placed on the website of the Company www.necoindia.com and on the website of NSDL immediately after the declaration of result by the Chairman or a person authorized by him in writing. The results shall also be immediately forwarded to the Stock Exchanges where the shares of the Company are listed.

10. The Resolution(s) as mentioned in the Notice shall be deemed to have been passed on November 30, 2025, being the last date for e-voting. Resolution(s) passed by the Members through this Postal Ballot (through remote e-voting) shall be deemed to have been passed as if it has been passed at a General Meeting of the Members.

11. **PROCEDURE FOR E-VOTING:**

**The remote e-voting period begins on Saturday, November 01, 2025 at 9:00 A.M. and ends on Sunday, November 30, 2025 at 5:00 P.M. The remote e-voting module shall be disabled by NSDL for voting thereafter.**

**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:*

**Step 1: Access to NSDL e-Voting system**

**A) Login method for e-Voting for Individual shareholders holding securities in demat mode**

In terms of SEBI circular dated December 9, 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 advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.
Login method for Individual shareholders holding securities in demat mode is given below:

| Type of shareholders | Login Method |
|---|---|
| Individual Shareholders holding securities in | 1. For OTP based login you can click on https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp. You will have to enter your 8-digit DP ID,8-digit Client Id, PAN No., |

| | |
|---|---|
| demat mode with NSDL. | Verification code and generate OTP. Enter the OTP received on registered email id/mobile number and click on login. 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 i.e. NSDL** and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.<br>2. Existing **IDeAS** user can visit the e-Services website of NSDL Viz. https://eservices.nsdl.com either on a Personal Computer or on a mobile. On the e-Services home page click on the "**Beneficial Owner"** icon under **"Login"** which is available under **'IDeAS'** section , this will prompt you to enter your existing User ID and Password. After successful authentication, you will be able to see e-Voting services under Value added 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 i.e. NSDL** and you will be re-directed to e-Voting website of NSDL for casting your vote during the remote e-Voting period.<br>3. If you are not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select **"Register Online for IDeAS Portal"** or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp<br>4. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number hold with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or **e-Voting service provider i.e. NSDL** and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.<br>5. Shareholders/Members can also download NSDL Mobile App "**NSDL Speede**" facility by scanning the QR code mentioned below for seamless voting experience.<br>**NSDL Mobile App is available on**<br>App Store Google Play |

| | |
|---|---|
| Individual Shareholders holding securities in demat mode with CDSL | 1. Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The users to login Easi / Easiest are requested to visit CDSL website www.cdslindia.com and click on login icon & New System Myeasi Tab and then user your existing my easi username & password.<br><br>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, so that the user can visit the e-Voting service providers' website directly.<br><br>3. If the user is not registered for Easi/Easiest, option to register is available at CDSL website www.cdslindia.com and click on login & New System Myeasi Tab and then click on registration option.<br><br>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. |
| 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. upon logging in, you will be able to see e-Voting option. 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 i.e. NSDL and you will be redirected to e-Voting website of NSDL 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. 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.*
4. Your User ID details are given below :

| 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<br><br>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<br><br>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<br><br>For example if folio number is 001*** and EVEN is 101456 then user ID is 101456001*** |

5. Password details for shareholders other than Individual shareholders are given below:
   a) If you are already registered for e-Voting, then you can user your existing password to login and cast your vote.
   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. Once you retrieve your 'initial password', you need to enter the 'initial password' and the system will force you to change your password.
   c) How to retrieve your 'initial password'?
      (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**

6. 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 you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com.
   b) **Physical User Reset Password**?" (If you are holding shares in physical mode) option available on www.evoting.nsdl.com.
   c) If you are still unable to get the password by aforesaid two options, you can 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.

7. After entering your password, tick on Agree to "Terms and Conditions" by selecting on the check box.
8. Now, you will have to click on "Login" button.
9. After you click on the "Login" button, Home page of e-Voting will open.

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

**How to cast your vote electronically on NSDL e-Voting system?**

1. After successful login at Step 1, you will be able to see all the companies "EVEN" in which you are holding shares and whose voting cycle.
2. Select "EVEN" of company for which you wish to cast your vote during the remote e-Voting period.
3. Now you are ready for e-Voting as the Voting page opens.
4. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.
5. Upon confirmation, the message "Vote cast successfully" will be displayed.
6. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.
7. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

**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 scrutinizer@necoindia.com with a copy marked to evoting@nsdl.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 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 e mail 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, scanned copy of the share certificate (front and back), PAN (self attested scanned copy of PAN card), AADHAR (self attested scanned copy of Aadhar Card) by email to investors@necoindia.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 investors@necoindia.com . 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 shareholder/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 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 ID correctly in their demat account in order to access e-Voting facility.

www.necoindia.com

**EXPLANATORY STATEMENT**
**(PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013)**

**Item No. 1:**

The existing term of appointment of Shri Arvind Jayaswal, Chairman and Whole time Director of the Company is expiring on 31st day of December, 2025. The Board of Directors (the Board), at its meetings held on 17th day of October, 2025, based upon the recommendation of Nomination and Remuneration Committee has subject to the approval of the Members, considered and approved the re-appointment of Shri Arvind Jayaswal, as Chairman and Whole time Director of the Company, liable to retire by rotation, for a period of 3 (three) years effective from 1st day of January, 2026 on the following terms and conditions including remuneration:

a) Remuneration:

| Period | Monthly CTC (includes PF @ 12% on basic salary) (Amount in Rs.) |
|---|---|
| 01.01.2026 to 31.12.2026 | 31,66,666* |
| 01.01.2027 to 31.12.2027 | 38,00,000* (Increase of 20%) |
| 01.01.2028 to 31.12.2028 | 45,60,000* (Increase of 20%) |

*Bifurcation of Basic Salary, HRA, Conveyance, other allowances etc. as per HR Policy/Salary slab.

b) Others : Gratuity, Leave encashment, Telephone and Car for office use, Club Membership (one) as per the rules applicable to senior cadre personnel of the Company.

c) Commission : Up to 3% of the Net Profits as computed under Section 198 of the Companies Act, 2013.

d) Minimum Remuneration : In the event of losses or inadequate profits, Salary, allowances and perquisites as above, subject to requisite approvals.

Further, as required by Section 196 of the Companies Act, 2013, the appointment of a person as a 'Whole time Director' who has attained the age of seventy years may be made by passing a special resolution in which case the explanatory statement annexed to the notice for such motion shall indicate the justification for appointing such person.

Shri Arvind Jayaswal will be of the age of 72 (Seventy-Two) years as on 1st January, 2026. The Company is performing exceptionally well under his leadership and further based on the result of the performance evaluation and as per the requirements of the Company, the Nomination and Remuneration Committee has recommended that his continued association would be of immense benefit to the Company and it is desirable for the Company to continue to avail his services as the Chairman and Whole time Director of the Company.

Shri Arvind Jayaswal is not disqualified from being re-appointed as a Chairman and Whole time Director of the Company in terms of Section 164 of the Companies Act, 2013.

The Company has also received a self-declaration from Shri Arvind Jayaswal that he was or is not debarred from holding the office of a Director pursuant to any SEBI order or any other such authority as per the Circular of the BSE Limited and the National Stock Exchange of India Limited relating to the “Enforcement of SEBI Orders regarding appointment of Directors” by the listed companies dated June 20, 2018.

The draft of the Agreement of re-appointment of Shri Arvind Jayaswal, as the Chairman and Whole time Director of the Company setting out the terms and conditions of his re-appointment is available for inspection by Members at the Registered Office of the Company on all working days, except Saturdays, during business hours up to the last date of the e-voting.

Details of Shri Arvind Jayaswal seeking re-appointment pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is given in Annexure to this Notice and other information as required is given below:

| | |
|---|---|
| **Terms and Conditions of Appointment** | Appointment is for a period of 3 years and subject to the provisions of Companies Act, 2013 and other regulatory requirements. |
| **Number of Meetings of the Board attended during the year i.e. FY 2024-25** | Four out of Four Meetings |
| **Remuneration last drawn** | Monthly CTC of Rs. 26,35,416/- plus other benefits and perquisites approved by the Board and Shareholders. |

The Board of Directors of the Company recommend the resolution set out at item no. 1 of the Notice, for Members approval as a Special Resolution.

Except Shri Arvind Jayaswal, Shri Ramesh Jayaswal, Shri Avneesh Jayaswal and their relatives, none of the other Directors/Key Managerial Personnel of the Company/ their relatives are in any way, concerned or interested, financially or otherwise, in the said resolution.

**Item No. 2:**

The existing term of appointment of Shri Ramesh Jayaswal, Managing Director of the Company is expiring on 31st day of December, 2025. The Board of Directors (the Board), at its meetings held on 17th day of October, 2025, based upon the recommendation of Nomination and Remuneration Committee has subject to the approval of the Members, considered and approved the re-appointment of Shri Ramesh Jayaswal, as Managing Director of the Company, liable to retire by rotation, for a period of 3 (three) years effective from 1st day of January, 2026 on the following terms and conditions including remuneration:

a) Remuneration:

| Period | Monthly CTC (includes PF @ 12% on basic salary) (Amount in Rs.) |
|---|---|
| 01.01.2026 to 31.12.2026 | 31,66,666* |
| 01.01.2027 to 31.12.2027 | 38,00,000*<br>(Increase of 20%) |
| 01.01.2028 to 31.12.2028 | 45,60,000*<br>(Increase of 20%) |

*Bifurcation of Basic Salary, HRA, Conveyance, other allowances etc. as per HR Policy/Salary slab.

| | | | |
|---|---|---|---|
| b) | Others | : | Gratuity, Leave encashment, Telephone and Car for office use, Club Membership (one) as per the rules applicable to senior cadre personnel of the Company. |
| c) | Commission | : | Up to 3% of the Net Profits as computed under Section 198 of the Companies Act, 2013. |
| d) | Minimum Remuneration | : | In the event of losses or inadequate profits, Salary, allowances and perquisites as above, subject to requisite approvals. |

Shri Ramesh Jayaswal is not disqualified from being re-appointed as a Managing Director of the Company in terms of Section 164 of the Companies Act, 2013.

The Company has also received a self-declaration from Shri Ramesh Jayaswal that he was or is not debarred from holding the office of a Director pursuant to any SEBI order or any other such authority as per the Circular of the BSE Limited and the National Stock Exchange of India Limited relating to the "Enforcement of SEBI Orders regarding appointment of Directors" by the listed companies dated June 20, 2018.

The draft of the Agreement of re-appointment of Shri Ramesh Jayaswal, as the Managing Director of the Company setting out the terms and conditions of his re-appointment is available for inspection by Members at the Registered Office of the Company on all working days, except Saturdays, during business hours up to the last date of the e-voting.

Details of Shri Ramesh Jayaswal seeking re-appointment pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is given in Annexure to this Notice and other information as required is given below:

| | |
|---|---|
| **Terms and Conditions of Appointment** | Appointment is for a period of 3 years and subject to the provisions of Companies Act, 2013 and other regulatory requirements. |
| **Number of Meetings of the Board attended during the year i.e. FY 2024-25** | Four out of Four Meetings |
| **Remuneration last drawn** | Monthly CTC of Rs. 26,35,416/- plus other benefits and perquisites approved by the Board and Shareholders. |

The Board of Directors of the Company recommend the resolution set out at item no. 2 of the Notice, for Members approval as an Ordinary Resolution.

Except Shri Ramesh Jayaswal, Shri Arvind Jayaswal, Shri Avneesh Jayaswal and their relatives, none of the other Directors/Key Managerial Personnel of the Company/ their relatives are in any way, concerned or interested, financially or otherwise, in the said resolution.

**Item No. 3:**

As a part of Company's leadership succession planning and to enhance the strength of the Board of the Company and based upon the recommendation of the Nomination and Remuneration Committee, the Board of Directors at its meeting held on 17th day of October, 2025, has considered and approved the appointment of Shri Anand Jayaswal (DIN: 00192612) as a Non-Executive Director of the Company, liable to retire by rotation, with effect from 1st January, 2026, subject to the approval of the Members of the Company.

Shri Anand Jayaswal, aged 48, holds a Master's degree in Commerce from Nagpur University. He has built an extensive career in project execution and operations across diverse sectors including Iron and Steel, Valve Manufacturing, System Integration, Small Arms & Ammunition and Defense.

Shri Anand Jayaswal has been a part of the Neco Group for over 25 years and currently serves as a Managing Director of NSSL Private Limited and as a Director in its associated Companies. Shri Anand Jayaswal is instrumental in selecting technology and machinery for operations and he excels in designing and implementing operational systems. His expertise extends to project financing, where he plays a pivotal role. Driven by a vision of global expansion, he is steering NSSL and its affiliates toward significant growth in engineering, automotive, homeland security, system integration, arms & ammunition and defense, focusing on leveraging both domestic and international opportunities.

Shri Anand Jayaswal is not disqualified from being appointed as Director of the Company in terms of Section 164 of the Companies Act, 2013.

The Company has also received a self-declaration from Shri Anand Jayaswal that he was or is not debarred from holding the office of a Director pursuant to any SEBI order or any other such authority as per the Circular of the BSE Limited and the National Stock Exchange of India Limited relating to the "Enforcement of SEBI Orders regarding appointment of Directors" by the listed companies dated June 20, 2018.

The Company has received a notice in writing from a Member of the Company under Section 160 of the Companies Act, 2013 proposing the candidature of Shri Anand Jayaswal, as a Director of the Company.

Shri Anand Jayaswal will be paid sitting fees for attending the meetings of the Board and Committees thereof along with the reimbursement of expenses, if any, in compliance with the provisions of the Companies Act, 2013.

Details of Shri Anand Jayaswal seeking appointment pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is given in Annexure to this notice and other information as required is given below:

| | |
|---|---|
| **Terms and Conditions of Appointment** | Appointment as a Non-Executive Director of the Company, liable to retire by rotation. |
| **Number of Meetings of the Board attended during the year i.e. FY 2024-25** | NA |
| **Remuneration last drawn** | Nil |

The Board of Directors of the Company recommend the resolution set out at item no. 3 of the Notice, for Members approval as an Ordinary Resolution.

Except Shri Arvind Jayaswal, Shri Ramesh Jayaswal, Shri Avneesh Jayaswal and their relatives, none of the other Directors/Key Managerial Personnel of the Company/ their relatives are in any way, concerned or interested, financially or otherwise, in the said resolution.

**Item No. 4 and 5:**

As a part of Company's leadership succession planning and to enhance the strength of the Board of the Company and based upon the recommendation of the Nomination and Remuneration Committee, the Board of Directors at its meeting held on 17th day of October, 2025, has considered and approved the appointment of Shri Avneesh Jayaswal (DIN: 01227404), as a Whole Time Director designated as an Executive Director of the Company, liable to retire by rotation, for a period of 3 (three) years with effect from the 1st day of January, 2026 up to 31st day of December, 2028, subject to the approval of the Members of the Company, on the terms and conditions including remuneration as under:-

A] Remuneration:

| Period | Monthly CTC (includes PF @ 12% on basic salary) (Amount in Rs.) |
|---|---|
| 01.01.2026 to 31.12.2026 | 13,33,333* |
| 01.01.2027 to 31.12.2027 | 16,00,000* (Increase of 20%) |
| 01.01.2028 to 31.12.2028 | 19,20,000* (Increase of 20%) |

*Bifurcation of Basic Salary, HRA, Conveyance, other allowances etc. as per HR Policy/Salary slab.

B] Variables: One Time Performance Pay, Ex-gratia Amount, Club Membership (one) and other benefits, perquisites etc., as applicable/ payable to the other employees occupying similar position in the said cadre, as per the applicable policy of the Company.

Shri Avneesh Jayaswal, aged 40 years, holds a Bachelor's degree in Business Administration (Finance) from Eastern Michigan University. He has been associated with the Company for over 16 years and currently holding the position of Group Director (Key Managerial Personnel) of the Company.

He plays an active role in overseeing the day-to-day operations, as well as spearheading the expansion and modernization of the Company's Integrated Steel Plant in Raipur. He has led the Company's massive digital transformation initiative, driving innovation and new business models. He is also deeply involved in the strategic planning and execution of critical projects across various Neco Group entities.

Shri Avneesh Jayaswal is not disqualified from being appointed as Director of the Company in terms of Section 164 of the Companies Act, 2013.

The Company has also received a self-declaration from Shri Avneesh Jayaswal that he was or is not debarred from holding the office of a Director pursuant to any SEBI order or any other such authority as per the Circular of the BSE Limited and the National Stock Exchange of India Limited relating to the "Enforcement of SEBI Orders regarding appointment of Directors" by the listed companies dated June 20, 2018.

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The Company has received a notice in writing from a Member of the Company under Section 160 of the Companies Act, 2013 proposing the candidature of Shri Avneesh Jayaswal, as a Whole Time Director designated as an Executive Director of the Company.

The draft of the Agreement of appointment of Shri Avneesh Jayaswal, as a Whole Time Director designated as an Executive Director of the Company setting out the terms and conditions of his appointment is available for inspection by Members at the Registered Office of the Company on all working days, except Saturdays, during business hours up to the last date of the e-voting.

Details of Shri Avneesh Jayaswal seeking appointment pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 is given in Annexure to this Notice and other information as required is given below:

| | |
|---|---|
| **Terms and Conditions of Appointment** | Appointment is for a period of 3 years and subject to the provisions of Companies Act, 2013 and other regulatory requirements. |
| **Number of Meetings of the Board attended during the year i.e. FY 2024-25** | NA |
| **Remuneration last drawn** | Monthly CTC of Rs. 9,11,706 /- (as KMP) plus other benefits and perquisites approved by the Board and Shareholders. |

The Board of Directors of the Company recommend the resolution set out at item no. 4 and 5 of the Notice, for Members approval as Ordinary Resolutions.

Except Shri Arvind Jayaswal, Shri Ramesh Jayaswal, Shri Avneesh Jayaswal and their relatives, none of the other Directors/Key Managerial Personnel of the Company/ their relatives are in any way, concerned or interested, financially or otherwise, in the said resolution.

By **Order of the Board of Directors**
For **Jayaswal Neco Industries Limited**

Date: 17th October, 2025

Registered Office: F-8, MIDC
Industrial Area, Hingna Road,
Nagpur-440016 (MH).

Ashish Srivastava
Company Secretary & Compliance Officer
Membership No. A20141

## ANNEXURE

## DETAILS OF DIRECTORS SEEKING APPOINTMENT/RE-APPOINTMENT BY THIS POSTAL BALLOT

| **Name of Directors** | **Shri Arvind Jayaswal** | **Shri Ramesh Jayaswal** |
|---|---|---|
| **DIN** | 00249864 | 00249947 |
| **Date of Birth** | 26.11.1953 | 02.02.1960 |
| **Designation** | Chairman and Whole time Director | Managing Director |
| **Date of First Appointment** | 28.11.1972 | 05.03.1983 |
| **Qualification** | B.Sc. | B. Com |
| **Brief Profile & Nature of expertise in specific functional areas** | Shri Arvind Jayaswal is a Science Graduate from Calcutta University and has been associated with Jayaswal Neco Industries Limited (JNIL) since its inception. He has an exemplary career of over five decades. He looks after the overall Management of the Company. He is spearheading the Foundry Division of the Company. Outside the business arena, he is also an active member of various social organisations. | Shri Ramesh Jayaswal is a Commerce Graduate from Nagpur University and has joined the Jayaswal Neco Industries Limited (JNIL) at a very early age. He has an impressive career spanning around four decades in the Iron & Steel industry. He looks after the Steel Plant Division of the Company. He leads several business areas including planning, liasioning, project implementation, accounts, finance, operations, legal and information systems. |
| **Other Directorships (In Listed Entities)** | NIL | NIL |
| **Membership of Committees of other Companies** | NIL | NIL |
| **Listed entities from which resigned in past three years** | NIL | NIL |
| **No. of Equity Shares Held** | 50,89,740 | 50,90,140 |
| **Disclosure of Relationships with Directors /Manager/ Key Managerial Personnel** | Except Shri Ramesh Jayaswal, Managing Director who is brother of Shri Arvind Jayaswal, and Shri Avneesh Jayaswal, KMP, who is Brother's Son of Shri Arvind Jayaswal, there is no relation between the other Directors/ Manager/ Key Managerial Personnel of the Company and the appointee Shri Arvind Jayaswal. | Except Shri Arvind Jayaswal, Chairman and WTD who is brother of Shri Ramesh Jayaswal, and Shri Avneesh Jayaswal, KMP, who is son of Shri Ramesh Jayaswal, there is no relation between the other Directors/ Manager/ Key Managerial Personnel of the Company and the appointee Shri Ramesh Jayaswal. |

| Name of Directors | Shri Anand Jayaswal | Shri Avneesh Jayaswal |
|---|---|---|
| **DIN** | 00192612 | 01227404 |
| **Date of Birth** | 10.11.1976 | 07.09.1985 |
| **Designation** | Non-Executive Director | Whole Time Director designated as an Executive Director |
| **Proposed date of Appointment** | 01.01.2026 | 01.01.2026 |
| **Qualification** | M.com from Nagpur University | BBA (Finance) from Eastern Michigan University |
| **Brief Profile & Nature of expertise in specific functional areas** | Shri Anand Jayaswal, aged 48, holds a Master's degree in Commerce from Nagpur University. He has built an extensive career in project execution and operations across diverse sectors including Iron and Steel, Valve Manufacturing, System Integration, Small Arms & Ammunition and Defense.<br><br>Shri Anand Jayaswal has been a part of the Neco Group for over 25 years and currently serves as a Managing Director of NSSL Private Limited and as a Director in its associated Companies. Shri Anand Jayaswal is instrumental in selecting technology and machinery for operations and he excels in designing and implementing operational systems. His expertise extends to project financing, where he plays a pivotal role. Driven by a vision of global expansion, he is steering NSSL and its affiliates toward significant growth in engineering, automotive, homeland security, system integration, arms & ammunition and defense, focusing on leveraging both domestic and international opportunities. | Shri Avneesh Jayaswal, aged 40 years, holds a Bachelor's degree in Business Administration (Finance) from Eastern Michigan University. He has been associated with the Company for over 16 years and currently holding the position of Group Director (Key Managerial Personnel) of the Company.<br><br>He plays an active role in overseeing the day-to-day operations, as well as spearheading the expansion and modernization of the Company's Integrated Steel Plant in Raipur. He has led the Company's massive digital transformation initiative, driving innovation and new business models. He is also deeply involved in the strategic planning and execution of critical projects across various Neco Group entities. |
| **Other Directorships (In Listed Entities)** | NIL | NIL |
| **Membership of Committees of other Companies** | NIL | NIL |
| **Listed entities from which resigned in past three years** | NIL | NIL |

| | | |
|---|---|---|
| **No. of Equity Shares Held** | 30,63,360 | 35,69,155 |
| **Disclosure of Relationships with Directors /Manager/ Key Managerial Personnel** | Except Shri Arvind Jayaswal, Chairman, who is father of Shri Anand Jayaswal, Shri Ramesh Jayaswal, Managing Director, who is Father's Brother of Shri Anand Jayaswal and Shri Avneesh Jayaswal, who is Son of Shri Ramesh Jayaswal (Father's Brother) of Shri Anand Jayaswal, there is no relation between the other Directors/ Manager/ Key Managerial Personnel of the Company and the appointee Shri Anand Jayaswal. | Except Shri Ramesh Jayaswal, Managing Director, who is father of Shri Avneesh Jayaswal, and Shri Arvind Jayaswal, Chairman and WTD, who is Father's Brother of Shri Avneesh Jayaswal and Shri Anand Jayaswal (Appointee Director) who is Son of Shri Arvind Jayaswal (Father's Brother) of Shri Avneesh Jayaswal, there is no relation between the other Directors/ Manager/ Key Managerial Personnel of the Company and the appointee Shri Avneesh Jayaswal. |