

CONCORD ENVIRO SYSTEMS LIMITED

CIN: L45209MH1999PLC120599

Registered Office: 101, HDIL Towers, Anant Kanekar Marg, Bandra (East),
Mumbai 400051, Maharashtra, India.

Website: www.concordenviro.in | Email: cs@concordenviro.in

Tel. No.: +91-22-6704 9000

Notice of Annual General Meeting

NOTICE IS HEREBY GIVEN THAT THE TWENTY SIXTH (26TH) ANNUAL GENERAL MEETING ("AGM" OR "MEETING") OF THE MEMBERS OF CONCORD ENVIRO SYSTEMS LIMITED ("COMPANY") WILL BE HELD ON FRIDAY, SEPTEMBER 19, 2025 AT 11:00 AM (IST) THROUGH VIDEO CONFERENCING ("VC") / OTHER AUDIO VISUAL MEANS ("OAVM") TO TRANSACT THE FOLLOWING BUSINESSES:

ORDINARY BUSINESS

1. To receive, consider and adopt:
 - a. the Audited Standalone Financial Statements of the Company for the financial year ended March 31, 2025, the reports of the Board of Directors and Auditors thereon; and
 - b. the Audited Consolidated Financial Statements of the Company for the financial year ended March 31, 2025 together with the report of the Auditors thereon.
2. To appoint a Director in place of Mr. Prayas Goel (DIN: 00348519), who retires by rotation and being eligible, offers himself for re-appointment.

SPECIAL BUSINESS

3. **To appoint M/s. Martinho Ferrao & Associates, Practicing Company Secretaries as Secretarial Auditor of the Company**

To consider and, if thought fit, to pass the following resolution as an **Ordinary Resolution**:

"RESOLVED THAT pursuant to the provisions of Section 204 of the Companies Act, 2013 ("the Act") and Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and other applicable provisions, if any, of the Act, and Regulation 24A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), as amended from time to time, and on the recommendation of the Audit Committee and Board of Directors of the Company, M/s. Martinho Ferrao & Associates, Practicing Company Secretaries be and are hereby appointed as Secretarial Auditors of the Company for a period of 5 consecutive years commencing from financial year 2025-26 till the financial year 2029-30, at such remuneration, as may be mutually agreed upon between the Board of Directors of the Company and the Secretarial Auditors from time to time.

RESOLVED FURTHER THAT any of the Board of Directors or the Chief Financial Officer or Company Secretary of the Company be and are hereby severally authorized to do all such acts, deeds, matters and things as may be deemed necessary and settle any/or all questions/ matters arising with respect to the above matter including filing of necessary E-forms with the Ministry of Corporate Affairs, and to execute all such deeds, documents as may be necessary and take such further steps in this regard, as may be considered desirable or expedient to give effect to this resolution."

4. **To amend the Concord Enviro Employee Stock Option Plan 2022**

To consider and, if thought fit, to pass the following resolution as a **Special Resolution**:

"RESOLVED THAT pursuant to the provisions of the Companies Act, 2013 ("the Act") and Rules made thereunder, the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015, Securities Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 ("SEBI Regulations") and all other applicable provisions, approval of members of the Company be and is hereby accorded to amend the Concord Enviro Employee Stock Option Plan 2022 by inserting the following clause:

"Amendment and Termination: The Board of Directors in its absolute discretion from time to time can amend, alter or terminate the Plan or any Grant on the terms and conditions thereof provided, that no amendment, alteration and termination in any Grant previously made may be carried out, to the extent possible, which would impair or prejudice the rights of the Employee without the consent of the concerned Employee.

Further, under the SEBI Guidelines, the Company may by special resolution in a general meeting vary the terms of the ESOP offered pursuant to an earlier resolution of the shareholders but not yet Exercised by the employee provided that it is not prejudicial to the interest of the option holders."

RESOLVED FURTHER THAT Mr. Prayas Goel, Chairman & Managing Director, Mr. Prerak Goel, Executive Director and Mr. Sudarshan Kamath,

Chief Financial Officer of the Company be and are hereby severally authorized to take all necessary steps to implement this resolution and to comply with all applicable laws and regulations.”

5. To approve the remuneration of Mr. Prayas Goel, Chairman & Managing Director for the financial years 2025-26 and 2026-27

To consider and, if thought fit, to pass the following resolution as a **Special Resolution**:

“RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, Schedule V and other applicable provisions, if any, of the Companies Act, 2013 read with rules made thereunder (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), applicable Regulations of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, applicable clauses of the Articles of Association of the Company, on the recommendation of Nomination and Remuneration Committee, Audit Committee and Board of Directors of the Company and in supersession to the earlier resolution passed in this regard, the consent of the shareholders of the Company be and is hereby accorded for the payment of remuneration to Mr. Prayas Goel [DIN: 00348519], Chairman & Managing Director of the Company for the financial years 2025-26 and 2026-27, as detailed below:

Financial year	Fixed Component	Variable Component
2025-26	Upto ₹ 2.2 million	Upto ₹ 10 million
2026-27	per financial year	per financial year

RESOLVED FURTHER THAT the Nomination & Remuneration Committee or the Board of Directors are hereby authorized to revise, implement, modify, and vary the remuneration, within the overall limits as approved by the Shareholders.

RESOLVED FURTHER THAT where in any financial year, the company has no profits or its profits are inadequate during the term of office of Mr. Prayas Goel, the remuneration aforesaid, shall be paid subject to maximum remuneration in terms of Schedule V of the Companies Act, 2013 and other applicable provisions.

RESOLVED FURTHER THAT the Board of Directors be and are hereby authorised to do all such acts, deeds and things as may be required to give effect to this resolution.”

6. To approve the remuneration of Mr. Prerak Goel, Executive Director for the financial years 2025-26 and 2026-27

To consider and, if thought fit, to pass the following resolution as a **Special Resolution**:

“RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, Schedule V and other applicable provisions, if any, of the Companies Act, 2013 read with rules made thereunder (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), applicable Regulations of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015, applicable clauses of the Articles of Association of the Company, on the recommendation of the Nomination and Remuneration Committee, Audit Committee and Board of Directors of the Company and in supersession to earlier resolution passed in this regard, the consent of the shareholders of the Company be and is hereby accorded for payment of remuneration to Mr. Prerak Goel [DIN: 00348563], Executive Director of the Company for the financial years 2025-26 and 2026-27, as detailed below:

Financial year	Fixed Component	Variable Component
2025-26	Upto ₹ 2.2 million	Upto ₹ 10 million
2026-27	per financial year	per financial year

RESOLVED FURTHER THAT the Nomination & Remuneration Committee or the Board of Directors are hereby authorized to revise, implement, modify, and vary the remuneration, within the overall limits approved by the Shareholders.

RESOLVED FURTHER THAT where in any financial year, the company has no profits or its profits are inadequate during the term of office of Mr. Prerak Goel, the remuneration aforesaid, shall be paid subject to maximum remuneration in terms of Schedule V of the Companies Act, 2013 and other applicable provisions.

RESOLVED FURTHER THAT the Board of Directors be and are hereby authorised to do all such acts, deeds and things as may be required to give effect to this resolution.”

**By Order of Board of Directors of
Concord Enviro Systems Limited**

sd/-

Prayas Goel

Chairman and

Managing Director

Place: Mumbai

Date: August 08, 2025

DIN: 00348519

Notes

1. The Explanatory Statement pursuant to Section 102 of the Companies Act, 2013 ("Act") and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations") setting out material facts concerning the business under Item Nos. 3, 4, 5 and 6 of the Notice, is annexed hereto. Further, the relevant details pursuant to Regulation 36(3) of the SEBI Listing Regulations and the Secretarial Standards on General Meetings (SS-2) as laid down by the Institute of Company Secretaries of India and notified by the Ministry of Corporate Affairs, in respect of Director(s) seeking appointment/ re-appointment/ fixation of remuneration of Directors at this AGM are also annexed to this Notice as **Annexure-A**.
2. The Ministry of Corporate Affairs ("MCA") has vide its General Circular Nos. 14/2020 dated April 08, 2020, 17/2020 dated April 13, 2020, 20/2020 dated May 05, 2020, 10/2022 dated December 28, 2022 and subsequent circulars issued in this regard, the latest being General Circular No. 09/2024 dated September 19, 2024 (collectively referred to as "MCA Circulars") permitted the holding of the Annual General Meeting (AGM) through VC/OAVM, without the physical presence of the Members at a common venue. In compliance with the MCA Circulars, the AGM of the Company is being held through VC /OAVM. The registered office of the Company shall be deemed to be the venue for the AGM.
3. In accordance with the aforesaid MCA Circulars and Circular Nos. SEBI/HO/CFD/CMD1/CIR/P/2020/79 dated May 12, 2020, SEBI/HO/CFD/CMD2/CIR/P/2021/11 dated January 15, 2021, SEBI/HO/CFD/CMD2/CIR/P/2022/62 dated May 13, 2022, SEBI/HO/CFD/PoD-2/P/CIR/2023/4 dated January 05, 2023, SEBI/HO/CFD/CFD-PoD-2/P/CIR/2023/167 dated October 07, 2023 and SEBI/HO/CFD/ PoD-2 PCIR/2024/133 dated October 03, 2024 issued by the Securities and Exchange Board of India (collectively referred to as "SEBI Circulars") (MCA Circulars and SEBI Circulars collectively referred as 'Circulars'), the Notice of the AGM along with the Annual Report for the financial year 2024-25 is being sent by electronic mode to those Members whose e-mail addresses are registered with the Company/National Securities Depository Limited ("NSDL") and the Central Depository Services (India) Limited ("CDSL"), collectively "Depositories"/ Depository Participants ("DPs") as on August 24, 2025.

Additionally, as per SEBI Listing Regulations, the Company is also sending a letter to shareholders whose e-mail addresses are not registered with the Company/ RTA/ Depositories/ DPs providing the weblink, including the exact path of Company's website where the complete details of the Notice and Annual Report for the financial year 2024-25 is available. Members may note that the Notice and Annual Report for the financial year 2024-25 will also be available on the Company's website www.concordenviro.in, 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 NSDL <https://www.evoting.nsdl.com>
4. Pursuant to the provisions of the Act, a member entitled to attend and vote at the AGM is entitled to appoint a proxy to attend and vote on his/her behalf and the proxy need not be a Member of the Company. Since this AGM is being held pursuant to the Circulars through VC/OAVM, physical attendance of Members has been dispensed with. Accordingly, the facility for appointment of proxy(ies) by the Members will not be available for the AGM and hence the Proxy Form, Attendance Slip, and route map of AGM are not annexed to this Notice.
5. Members can join the AGM through VC/OAVM mode 15 minutes before and after the scheduled time of the commencement of the AGM by following the procedure mentioned in the Notice. The facility of participation at the AGM through VC/ OAVM will be made available for 1000 members on a first come first served basis. Large shareholders (shareholders holding 2% or more shareholding), Promoters, Institutional Investors, Directors, Key Managerial Personnel, the Chairpersons of the Audit Committee, Nomination and Remuneration Committee and Stakeholders' Relationship Committee, Auditors etc. are allowed to attend the AGM without restriction on account of first come first served basis.
6. The attendance of the Members attending the AGM through VC/OAVM facility shall be counted for the purpose of reckoning the quorum under Section 103 of the Act. In case of joint holders, the Member whose name appears as the first holder in the order of names as per the Register of Members of the Company as on the cut-off date will be entitled to vote during the AGM.
7. Institutional shareholders/corporate shareholders (i.e. other than individuals, HUFs, NRIs, etc.) are required to send a scanned copy (PDF/JPG Format) of their respective Board or governing body Resolution/Authorization etc., with attested specimen signature of the duly authorized signatory(s) authorizing their representative to attend the AGM through VC/OAVM on their behalf and to vote through remote e-voting/e-voting. The said Resolution/Authorization shall be sent to the Scrutinizer by e-mail on its registered e-mail

address mferraocs@gmail.com with a copy marked to cs@concordenviro.in. Institutional shareholders (i.e. other than individuals, HUFs, NRIs etc.) can also upload their Board Resolution/Authorisation, etc. by clicking on “Upload Board Resolution/Authority Letter” displayed under “e-Voting” tab in their login.

8. Registrar and Transfer Agent (“RTA”)

The RTA of the Company has changed its name from Link Intime India Private Limited (Link Intime / RTA/MUFG) to MUFG Intime India Private Limited.

Members are requested to intimate changes, if any, pertaining to their name, postal address, email address, telephone/mobile numbers, Permanent Account Number (PAN), mandates, nominations, power of attorney, bank details such as, name of the bank and branch details, bank account number, MICR code, IFSC code, etc. to their Depository Participants (“DPs”)

9. The Register of Directors and Key Managerial Personnel and their shareholding, maintained under Section 170 of the Act, and the Register of Contracts or Arrangements in which the Directors are interested, maintained under Section 189 of the Act and the certificates from the Secretarial Auditor of the Company pursuant to SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 will be available electronically for inspection by the Members during the AGM. All other documents referred to in the Notice will also be available for electronic inspection without any fee by the Members from the date of circulation of this Notice up to the date of the AGM and during the AGM. Members seeking to inspect such documents can send an e-mail to cs@concordenviro.in.

10. SEBI vide Circular Nos. SEBI/HO/OIAE/OIAE_IAD-1/P/ CIR/2023/131 dated July 31, 2023, and SEBI/HO/OIAE/ OIAE_IAD-1/P/CIR/2023/135 dated August 04, 2023, read with Master Circular No. SEBI/HO/ OIAE/OIAE_IAD-1/P/ CIR/2023/145 dated July 31, 2023 (updated as on August 11, 2023), has established a common Online Dispute Resolution Portal (“ODR Portal”) for resolution of disputes arising in the Indian Securities Market.

Pursuant to the above-mentioned circulars, post exhausting the option to resolve their grievances with the RTA/ Company directly and through existing SCORES platform, the investors can initiate dispute resolution through the ODR Portal (<https://smartodr.in/login>). Members seeking any information with regard to the financial statements or any matter to be placed at the AGM are requested to write to the Company on or before September 12, 2025, through e-mail on cs@concordenviro.in. The same will be replied by the Company suitably.

11. In compliance with the provisions of Section 108 of the Act, read with Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended from time to time, Regulation 44 of the SEBI Listing Regulations and in terms of SEBI Circular no. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 09, 2020 in relation to “e-voting Facility Provided by Listed Entities” and other circulars issued thereunder, the Company has entered into an arrangement with National Securities Depository Limited (NSDL) for facilitating voting through electronic means, as the authorized agency. The facility of casting votes by a Member using remote e-Voting system as well as voting on the date of the 26th AGM will be provided by NSDL.
12. The Board of Directors have appointed Mr. Martinho Ferrao (Membership No. F6221/COP No.5676) and failing him Mr. Shiv Kumar Vaishy (Membership No. A45528) and failing him Mr. Harish Kharvi (Membership No. A54964) of M/s. Martinho Ferrao & Associates, Practicing Company Secretaries as the Scrutinizer to scrutinize the e-voting process in a fair and transparent manner.
13. The Scrutinizer shall after the conclusion of e-voting at the 26th AGM make a Scrutinizer’s Report of the total votes cast in favour or against, invalid votes, if any, and whether the resolution has been carried or not, and such Report shall then be sent to the Chairman or a person authorized by him, within 2 working days or 3 days, whichever is earlier, from the conclusion of the 26th AGM, who shall then countersign and declare the result of the voting forthwith.
14. The Results declared along with the report of the Scrutinizer shall be placed on the website of the Company at www.concordenviro.in and on the website of NSDL at www.evoting.nsdl.com immediately after the declaration of Results by the Chairman or a person authorized by him. The results shall also be displayed on the notice board at the registered office of the Company and shall be immediately submitted to the Stock Exchanges, i.e. BSE Limited and National Stock Exchange of India Limited.
15. Members can avail the facility of nomination in respect of shares held by them pursuant to the provisions of Section 72 of the Act read with Rule 19(1) of the Companies (Share Capital and Debentures) Rules, 2014. Members desiring to avail this facility may contact their respective DPs for recording their Nomination.
16. The Securities and Exchange Board of India has mandated the submission of Permanent Account Number (PAN) by every participant in securities market. Members are, therefore, requested to submit their PAN details to their DPs with whom they are maintaining their demat accounts.

17. Members are requested to intimate changes, if any, pertaining to their name, postal address, E-mail address, telephone/ mobile numbers, Permanent Account Number (PAN), mandates, nominations, power of attorney, bank details such as name of the bank and branch details, bank account number, MICR code, IFSC code, etc., to their DPs.
18. Members are requested to raise a service request with MUFG Intime India Private Limited (share transfer agent of the Company) in case of any change of address or queries relating to their shares only through the following link: https://web.in.mpms.mufg.com/helpdesk/Service_Request.html
19. Members desirous of obtaining any information / clarification relating to the accounts are requested to submit their query in writing to the Company well in advance so as to enable the Management to keep the information ready.
20. Members who would like to express their views/ ask questions as a speaker during the Meeting may register themselves as a speaker by sending their request mentioning their name, demat account number/folio number, e-mail ID, mobile number at cs@concordenviro.in till September 12, 2025. Only those Members who have registered themselves as a speaker will be allowed to express their views/ ask questions during the Meeting. The Company reserves the right to restrict the number of speakers as well as the speaking time depending upon the availability of time at the AGM.
- 21. Instructions for Members for Remote e-Voting and joining the 26th AGM are as under:**
 - i. The remote e-voting period will commence on Tuesday, September 16, 2025 at 9:00 a.m. (IST) and ends on Thursday, September 18, 2025 at 5:00 p.m. (IST). During this period, Members holding shares as on Friday, September 12, 2025, i.e. cut-off date, may cast their vote by remote e-voting. A person who is not a member on the Cut-off date should treat this Notice for information purposes only
 - ii. The e-voting module shall be disabled by NSDL for voting thereafter. Once the vote on a resolution is cast by the Member, the Member shall not be allowed to change it subsequently. The voting rights of the Members shall be in proportion to their share in the paid-up equity share capital of the Company as on the cut-off date.
 - iii. The Members who have cast their vote by remote e-voting prior to the AGM may also attend/participate in the AGM through VC/ OAVM but shall not be entitled to cast their vote on such resolution again.
 - iv. Any person, who acquires shares of the Company and becomes Member of the Company after the Company sends the Notice of the 26th AGM by E-mail and holds shares as on the cut-off date i.e. on Friday, September 12, 2025, may obtain the User ID and password by sending a request to E-mail address evoting@nsdl.com. However, if he/she is already registered with NSDL for remote e-voting then he/she can use his/her existing user ID and password for casting his/her vote. In the case of forgot password, the same can be reset by using "Forgot User Details/Password?" or "Physical User Reset Password" option available on www.evoting.nsdl.com.
 - v. 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.
 - vi. 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. Rimpa Bag, Assistant Manager at evoting@nsdl.com. Members may also write to the Company Secretary at the Company's E-mail address cs@concordenviro.in.

The instructions for members for remote e-voting and joining the General Meeting are as under:

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

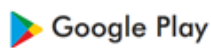
A) Login method for e-Voting and joining virtual meeting for Individual shareholders holding securities in demat mode

In terms of SEBI circular dated December 09, 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 demat mode with NSDL.	<ol style="list-style-type: none"> 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., 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 or joining virtual meeting & voting during the meeting. 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 or joining virtual meeting & voting during the meeting. 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 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 or joining virtual meeting & voting during the meeting. Shareholders/Members can also download NSDL Mobile App “NSDL Speede” facility by scanning the QR code mentioned below for seamless voting experience.

NSDL Mobile App is available on



Type of shareholders	Login Method
Individual Shareholders holding securities in demat mode with CDSL	<ol style="list-style-type: none"> 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. 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 or joining virtual meeting & voting during the meeting. 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. 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. 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 or joining virtual meeting & voting during the meeting.

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 e-voting and joining virtual meeting for shareholders other than Individual shareholders holding securities in demat 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)	Your User ID is:
a) For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID For example, if your DP ID is IN300*** and Client ID is 12***** then your user ID is IN300***12*****.
b) For Members who hold shares in demat account with CDSL.	16 Digit Beneficiary ID For example, if your Beneficiary ID is 12***** then your user ID is 12*****.

5. Password details for shareholders other than Individual shareholders are given below:
 - a) If you are already registered for e-Voting, then you can use 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. 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) 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, your PAN, your name and your registered address, etc.
 - c) 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 and join General Meeting 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 and General Meeting is in active status.
2. Select "EVEN" of company for which you wish to cast your vote during the remote e-Voting period and casting your vote during the General Meeting. For joining virtual meeting, you need to click on "VC/OAVM" link placed under "Join Meeting".
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.

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

1. In case shares are held in 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 cs@concordenviro.in. If you are an Individual shareholder 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 and joining virtual meeting for Individual shareholders holding securities in demat mode.**
2. 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.

THE INSTRUCTIONS FOR MEMBERS FOR e-VOTING ON THE DAY OF THE AGM ARE AS UNDER:

1. The procedure for e-Voting on the day of the AGM is same as the instructions mentioned above for remote e-voting.
2. Only those Members/ shareholders, who will be present in the AGM through VC/OAVM facility and have not cast their vote on the Resolutions through remote e-Voting and are otherwise not barred from doing so, shall be eligible to vote through e-Voting system in the AGM.
3. Members who have voted through Remote e-Voting will be eligible to attend the AGM. However, they will not be eligible to vote at the AGM.
4. The details of the person who may be contacted for any grievances connected with the facility for e-Voting on the day of the AGM shall be the same person mentioned for Remote e-voting.

INSTRUCTIONS FOR MEMBERS FOR ATTENDING THE AGM THROUGH VC/OAVM ARE AS UNDER:

1. Member will be provided with a facility to attend the AGM through VC/OAVM through the NSDL e-Voting system. Members may access by following the steps mentioned above for **Access to NSDL e-Voting system**. After successful login, you can see link of "VC/OAVM" placed under "**Join meeting**" menu against company name. You are requested to click on VC/OAVM link placed under Join Meeting menu. The link for VC/OAVM will be available in Shareholder/Member login where the EVEN of Company will be displayed. Please note that the members who do not have the User ID and Password for e-Voting or have forgotten the User ID and Password may retrieve the same by following the remote e-Voting instructions mentioned in the notice to avoid last minute rush.
2. Members are encouraged to join the Meeting through Laptops for better experience.
3. Further Members will be required to allow Camera and use Internet with a good speed to avoid any disturbance during the meeting.
4. Please note that Participants Connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/Video loss due to Fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.

Explanatory Statement Pursuant to Section 102 of the Companies Act, 2013 (“Act”) and additional information as required under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”) and Circular issued thereunder

An explanatory statement pursuant to Section 102 of the Act, SEBI Listing Regulations and the Circular issued thereunder with respect to the item no(s). 3, 4, 5 and 6 of the accompanying notice of the meeting.

This explanatory statement is in terms of Regulation 36(5) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”), and as per Section 102 of the Companies Act, 2013.

ITEM NO. 3

Pursuant to the provisions of Section 204 of the Companies Act, 2013, and relevant rules thereunder and Regulation 24A of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”), every listed company is required to annex with its Board’s Report, a secretarial audit report, issued by a Company Secretary in Practice.

Pursuant to Regulation 24A(1)(b) of the Listing Regulations, shareholders’ approval is required for appointment of Secretarial Auditor. Further, such Secretarial Auditor must be a peer reviewed Company Secretary from Institute of Company Secretaries of India (ICSI) and should not have incurred any of the disqualifications as specified by SEBI.

In accordance with the aforesaid, the Audit Committee and the Board of Directors at their respective meetings held on August 08, 2025 have approved and recommended the appointment of M/s. Martinho Ferrao & Associates, Peer Reviewed Firm of Company Secretaries in Practice (‘Secretarial Audit Firm’) as Secretarial Auditors of the Company on the following terms and conditions:

- a) **Term of appointment:** 5 (Five) consecutive years for an Audit period of 5 years commencing from FY 2025-26 till FY 2029-30.
- b) **Proposed Fees:** ₹ 125,000/- (Rupees One Lakh Twenty-five Thousand only) plus applicable taxes and other out-of-pocket expenses in connection with the secretarial audit for Financial Year ending March 31, 2026, and 10% increase for every subsequent year(s) of their term. The fees for services in the nature of certifications and other professional work will be in addition to the secretarial audit fee as above and will be determined by the Board in consultation with the Secretarial Auditors and as per the recommendations of the Audit Committee.

- c) **Basis of recommendations:** The recommendations are based on evaluation and consideration of various factors such as industry experience, competency of the audit team, efficiency and quality in conduct of audit, independent assessment, etc.
- d) **Credentials/Profile:** Martinho Ferrao & Associates is a reputed firm of Practicing Company Secretaries with a legacy of excellence spanning over 2 decades. Renowned for its commitment to quality and precision, the firm has been Peer Reviewed and Quality Reviewed by the Institute of Company Secretaries of India (ICSI), ensuring the highest standards in professional practices.
- e) **Consent and Eligibility:** The Secretarial Audit Firm has consented to their appointment and have confirmed that their appointment, if made, would be pursuant to Regulation 24A of SEBI Listing Regulations and that they are not disqualified to be appointed as the Secretarial Auditors in terms of the provisions of SEBI Listing Regulations. The Secretarial Audit Firm holds a valid Peer Review Certificate issued by ICSI.

None of the Director(s), Key Managerial Personnel(s) of the Company, or their relatives are, in any way, concerned or interested, financially or otherwise, in the said resolution except to the extent of their shareholding, if any, in the Company.

The Board of Directors of the Company recommends the resolution set forth in the Notice for approval of the Members as an Ordinary Resolution.

ITEM NO. 4

The Company had instituted the Concord Enviro Employee Stock Option Plan 2022 (“the Plan”) with the objective of attracting, retaining, and motivating key talent by granting stock options that align their interests with those of the Company and its shareholders. The Plan was approved by the shareholders in their Extraordinary General Meeting held on June 22, 2022.

The Board of Directors of the Company, based on the recommendation of the Nomination and Remuneration Committee, at its meeting held on August 08, 2025, approved an amendment to the Plan by inserting a new clause, subject to approval of the shareholders.

The proposed clause **Amendment and Termination**, as detailed below, is being added to grant authority to the Board of Directors to amend, alter or terminate the Plan.

Amendment and Termination:

“The Board of Directors in its absolute discretion from time to time can amend, alter or terminate the Plan or any Grant on the terms and conditions thereof provided, that no amendment, alteration and termination in any Grant previously made may be carried out, to the extent possible, which would impair or prejudice the rights of the Employee without the consent of the concerned Employee.

Further, under the SEBI Guidelines, the Company may by special resolution in a general meeting vary the terms of the ESOP offered pursuant to an earlier resolution of the shareholders but not yet Exercised by the employee provided that it is not prejudicial to the interest of the option holders.”

The Plan has not yet been implemented, and this amendment does not result in any dilution or change in the number of options available under the Plan. It is intended to enhance the operational flexibility and efficiency of the Plan in line with applicable legal and regulatory provisions.

A copy of the amended Plan incorporating the proposed clause is available for inspection at the Registered Office of the Company during business hours and is also available on the Company’s website at www.concordenviro.in, for the perusal of the shareholders.

The Board recommends passing the resolution as a special resolution, in accordance with Regulation 12 of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and other applicable provisions.

None of the Director(s), Key Managerial Personnel(s) of the Company, or their relatives are, in any way, concerned or interested, financially or otherwise, in the said resolution except to the extent of their shareholding, if any, in the Company.

ITEM NO. 5

The Members are hereby informed that Mr. Prayas Goel, Chairman & Managing Director of the Company, was appointed for a period of 3 years with effect from April 01, 2024, on the terms and conditions including remuneration as approved by the Members at the Extraordinary General Meeting held on August 26, 2024.

The current remuneration structure is as follows:

Fixed Component	*Variable Component for financial year 2024-25
₹ 2 million, subject to an annual escalation of 5%	₹ 6 million – if the consolidated Profit After Tax (PAT) exceeds the budgeted PAT of ₹ 650 million by 10% ₹ 7.5 million - if the consolidated PAT exceeds the budgeted PAT of ₹ 650 million by 15%

**Variable component for the financial years 2025-26 and 2026-27 shall be approved by the Board of Directors and Shareholders in their respective meetings after approval of budget for the aforementioned years.*

The Board of Directors of the Company, at its meeting held on August 08, 2025, on the recommendation of the Nomination and Remuneration Committee and the Audit Committee, approved the revision and continuation of remuneration payable to Mr. Prayas Goel, Chairman & Managing Director of the Company, for the financial years 2025–26 and 2026–27, subject to the approval of the shareholders.

The remuneration has been reviewed taking into consideration the performance of the Company, the responsibilities shouldered by the Chairman & Managing Director, prevailing industry standards, and the provisions of Sections 196, 197, 198 read with Schedule V and other applicable provisions of the Companies Act, 2013, and rules made thereunder.

A summary of the remuneration for the financial years 2025–26 and 2026–27 is as follows:

Financial year	Fixed Component	Variable Component
2025-26	Upto ₹ 2.2 million	Upto ₹ 10 million
2026-27	per financial year	per financial year

Other Benefits: No benefits other than the fixed and variable remuneration.

Tenure: The remuneration is applicable for a period of two years commencing from April 01, 2025 to March 31, 2027.

The Nomination and Remuneration Committee and the Board of Directors shall have the authority to alter, vary, or modify the terms and conditions of remuneration, provided such variation is within the overall limits approved by the shareholders and as per applicable provisions of the Companies Act, 2013.

In the event of inadequacy or absence of profits during any financial year, the above remuneration shall be treated as minimum remuneration, subject to the limits specified under Schedule V of the Companies Act, 2013.

The information as required under Schedule V of the Companies Act, 2013 with reference to Special Resolution is annexed as **Annexure-B** to the Notice.

The Board recommends the passing of the resolution as a special resolution in compliance with the provisions of the Companies Act, 2013 and the SEBI Regulations.

The Explanatory Statement may be considered as a written Memorandum setting out terms, conditions and limits of remuneration of Mr. Prayas Goel, Chairman & Managing Director in terms of Section 190 of the Companies Act, 2013.

None of the Directors or Key Managerial Personnel or their relatives, except Mr. Prayas Goel to whom the resolution relates or his relatives, are concerned or interested, financially or otherwise, in the proposed resolution except to the extent of their shareholding, if any, in the Company.

ITEM NO. 6

The Members are hereby informed that Mr. Prerak Goel, Executive Director of the Company, was appointed for a period of 3 years with effect from April 01, 2024, on the terms and conditions including remuneration as approved by the Members at the Extraordinary General Meeting held on August 26, 2024.

The current remuneration structure is as follows:

Fixed Component	*Variable Component for financial year 2024-25
₹ 2 million, subject to an annual escalation of 5%	₹ 6 million – if the consolidated Profit After Tax (PAT) exceeds the budgeted PAT of ₹ 650 million by 10% ₹ 7.5 million - if the consolidated PAT exceeds the budgeted PAT of ₹ 650 million by 15%

**Variable component for the financial years 2025-26 and 2026-27 shall be approved by the Board of Directors and Shareholders in their respective meetings after approval of budget for the aforementioned years.*

The Board of Directors of the Company, at its meeting held on August 08, 2025, on the recommendation of the Nomination and Remuneration Committee and the Audit Committee, approved the revision and continuation of remuneration payable to Mr. Prerak Goel, Executive Director of the Company, for the financial years 2025–26 and 2026–27, subject to the approval of the shareholders.

The remuneration has been reviewed taking into consideration the performance of the Company, the responsibilities shouldered by the Chairman & Managing Director, prevailing industry standards, and the provisions of Sections 196, 197, 198 read with Schedule V and other applicable provisions of the Companies Act, 2013, and rules made thereunder.

A summary of the remuneration for the financial years 2025–26 and 2026–27 is as follows:

Financial year	Fixed Component	Variable Component
FY 2025-26	Upto ₹ 2.2 million	Upto ₹ 10 million
FY 2026-27	per financial year	per financial year

Other Benefits: No benefits other than the fixed and variable remuneration.

Tenure: The remuneration is applicable for a period of two years commencing from April 01, 2025 to March 31, 2027.

The Nomination and Remuneration Committee and the Board of Directors shall have the authority to alter, vary, or modify the terms and conditions of remuneration, provided such variation is within the overall limits approved by the shareholders and as per applicable provisions of the Companies Act, 2013.

In the event of inadequacy or absence of profits during any financial year, the above remuneration shall be treated as minimum remuneration, subject to the limits specified under Schedule V of the Companies Act, 2013.

The information as required under Schedule V of the Companies Act, 2013 with reference to Special Resolution is annexed as **Annexure-B** to the Notice.

The Board recommends the passing of the resolution as a special resolution in compliance with the provisions of the Companies Act, 2013 and the SEBI Regulations.

The Explanatory Statement may be considered as a written Memorandum setting out terms, conditions and limits of remuneration of Mr. Prerak Goel, Executive Director in terms of Section 190 of the Companies Act, 2013.

None of the Directors or Key Managerial Personnel or their relatives, except Mr. Prerak Goel or his relative to whom the resolution relates, are concerned or interested, financially or otherwise, in the proposed resolution except to the extent of their shareholding, if any, in the Company.

Annexure-A

As required under Regulation 36(3) of the Listing Regulations and the Secretarial Standards on General Meetings (SS-2) as laid down by the Institute of Company Secretaries of India and notified by the Ministry of Corporate Affairs, additional information relating to the particulars of Directors who are proposed to be appointed/re-appointed or in case of fixation of remuneration are given below.

Name of the Director	Mr. Prayas Goel	Mr. Prerak Goel
DIN:	00348519	00348563
Date of Birth	May 07, 1977	September 11, 1979
Age	48 years	46 years
Date of Appointment on the Board	May 05, 2009	August 10, 2009
Qualifications	Bachelor's degree in mechanical engineering from University of Mumbai	Bachelor's degree in commerce from University of Mumbai and a Master's degree in Business Management from Asian Institute of Management.
Experience / Nature of Expertise in specific functional areas / Brief Resume	He has over 25 years of experience in organizational strategy, business process re-engineering and envisioning future technology and leading innovation.	He has over 21 years of experience in organizational strategy, financial strategy and management, fund raising and investor management and international sales.
Terms and Conditions of Appointment/ Re-appointment	Liable to retire by rotation	Liable to retire by rotation
Remuneration to be paid	For the financial years 2025-26 and 2026-27: Fixed Component: Upto ₹ 2.2 million per financial year. Variable Component: Upto ₹ 10 million per financial year.	For the financial years 2025-26 and 2026-27: Fixed Component: Upto ₹ 2.2 million per financial year. Variable Component: Upto ₹ 10 million per financial year.
Remuneration last drawn	₹ 2 million for the financial year 2024-25	₹ 2 million for the financial year 2024-25
Remuneration drawn from Subsidiary Company	₹ 28 million for the financial year 2024-25	₹ 28 million for the financial year 2024-25
Number of Meetings of the Board attended during the financial year 2024-25	6 (Six)	10 (Ten)
Directorship(s) held in other public companies and listed companies along with listed entities from which the person has resigned in the past three years	He is not a director in any other listed entity.	He is not a director in any other listed entity.
Chairmanships /Memberships of Committees of other public companies (includes only Audit & Stakeholders Relationship Committee)	None	None
Disclosure of relationship with Directors and Key Managerial Personnel (KMP) inter-se	Spouse of Ms. Namrata Goel and Brother of Mr. Prerak Goel	Brother of Mr. Prayas Goel and Brother-in-law of Ms. Namrata Goel
Shareholding in the Company as on March 31, 2025	49,38,360	30,52,780

Annexure-B

Statement containing additional information as required in Schedule V of the Companies Act, 2013

1. General Information

Sr. No.	Particulars	Remarks																								
1.	Nature of industry	The Company is engaged in the business of providing water and wastewater treatment and reuse solutions.																								
2.	Date or expected date of commencement of commercial production	The Company has already commenced its business operations.																								
3.	In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus	Not Applicable																								
4.	Financial performance based on given indicators	<div>(₹ in million)</div> <table><tr><th></th><th>FY 2024-25</th><th>FY 2023-24</th><th>FY 2022-23</th></tr><tr><td>Revenue from Operation</td><td>565.84</td><td>389.71</td><td>37.85</td></tr><tr><td>Other income</td><td>33.44</td><td>13.21</td><td>32.96</td></tr><tr><td>Total expenses</td><td>559.10</td><td>405.02</td><td>155.05</td></tr><tr><td>Profit/Loss before tax</td><td>40.18</td><td>(2.10)</td><td>(84.24)</td></tr><tr><td>Profit/Loss after tax</td><td>31.32</td><td>23.22</td><td>(84.33)</td></tr></table>		FY 2024-25	FY 2023-24	FY 2022-23	Revenue from Operation	565.84	389.71	37.85	Other income	33.44	13.21	32.96	Total expenses	559.10	405.02	155.05	Profit/Loss before tax	40.18	(2.10)	(84.24)	Profit/Loss after tax	31.32	23.22	(84.33)
	FY 2024-25	FY 2023-24	FY 2022-23																							
Revenue from Operation	565.84	389.71	37.85																							
Other income	33.44	13.21	32.96																							
Total expenses	559.10	405.02	155.05																							
Profit/Loss before tax	40.18	(2.10)	(84.24)																							
Profit/Loss after tax	31.32	23.22	(84.33)																							
5.	Foreign investments or collaborations, if any	The Company has not entered into any foreign collaboration, and no direct investment has been made in the previous three financial years except investment by Foreign Institutional Investors, Foreign Portfolio Investors, and NRI's during the Initial Public Offering (IPO). The investment of the Company in Concord Enviro (FZE), wholly owned subsidiary of the Company is ₹551.84 million as on March 31, 2025																								

2. Information about the appointee/Directors to whom remuneration is proposed to be paid:

Sr. No.	Particulars	Mr. Prayas Goel, Chairman & Managing Director	Mr. Prerak Goel, Executive Director
1.	Background details	Mr. Prayas Goel has played a pivotal role in establishing and growing the business. With rich experience in organizational strategy, business process re-engineering and envisioning future technology and leading innovation. He has been instrumental in formulating business strategies and driving operational excellence.	Mr. Prerak Goel has played a significant role in the expansion of the business. He brings extensive experience in organizational and financial strategy, fund-raising, investor relations, and international sales. His contributions have been instrumental in shaping the Company's strategic direction, strengthening its financial position, expanding its global presence, and building investor confidence through effective stakeholder engagement.

Sr. No.	Particulars	Mr. Prayas Goel, Chairman & Managing Director	Mr. Prerak Goel, Executive Director
2.	Past remuneration	₹ 2 million for the financial year 2024-25	₹ 2 million for the financial year 2024-25
3.	Recognition or awards	-	-
4.	Job profile and his suitability	Mr. Prayas Goel holds a bachelor's degree in mechanical engineering from University of Mumbai. He has over 25 years of experience in organizational strategy, business process re-engineering and envisioning future technology and leading innovation.	Mr. Prerak Goel holds a bachelor's degree in commerce from University of Mumbai and a master's degree in business management from Asian Institute of Management. He has over 21 years of experience in organizational strategy, financial strategy and management, fund raising and investor management and international sales.
5.	Remuneration proposed	As stated in the Explanatory Statement in Item No. 5 of this AGM Notice.	As stated in the Explanatory Statement in Item No. 6 of this AGM Notice.
6.	Comparative remuneration profile with respect to industry, size of the company, profile of the position and person (in case of expatriates the relevant details would be with respect to the country of his origin)	Mr. Prayas Goel's remuneration is in line with industry standards for similar roles and reflects the size of the Company and the complexity of its diverse business operations	Mr. Prerak Goel's remuneration is in line with industry standards for similar roles and reflects the size of the Company and the complexity of its diverse business operations.
7.	Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel or other director, if any	Mr. Prayas Goel is the Chairman & Managing Director of the Company and relative of Mr. Prerak Goel and Ms. Namrata Goel. Further, he does not have any pecuniary relationship with the Company other than remuneration paid by the Company to him as mentioned herein.	Mr. Prerak Goel is the Executive Director of the Company and relative of Mr. Prayas Goel and Ms. Namrata Goel. Further, he does not have any pecuniary relationship with the Company other than remuneration paid by the Company to him as mentioned herein.

3. Other Information:

Sr. No.	Particulars	Remarks
1.	Reasons of loss or inadequate profits	The Company has adequate profits for payment of remuneration for the financial year 2025-26, as computed under Section 198 of the Companies Act, 2013. However, the total managerial remuneration proposed to be paid to the Managing Director and Executive Director exceeds the prescribed limit of 11% of the net profits as specified under Section 197 of the Act. Accordingly, in terms of the applicable provisions, the approval of the shareholders by way of a special resolution is being sought.
2.	Steps taken or proposed to be taken for improvement	Not applicable
3.	Expected increase in productivity and profits in measurable terms	Not applicable