



PICL (INDIA) PRIVATE LIMITED

Works : Plot No. 619, Sector-69, IMT Faridabad-121009 (Haryana)
Tele. : +91-129-4009655, E-mail : picl@piclindia.com,
C I N : U74899HR1994PTC113718, Website : www.piclindia.com
GSTIN : 06AACCP4524H2ZL

SHORTER NOTICE

SHORTER NOTICE is hereby given that an Extra Ordinary General Meeting of the Members of **PICL (India) Private Limited** will be held on Monday, 5th day of August, 2024, at 04:00 P.M. IST, at 1st Floor, Universal Trade Tower, Sector - 49, Sohna Road, Gurgaon - 122 018 to transact following matters as :

SPECIAL BUSINESS

1. **TO REGULARIZE THE APPOINTMENT OF MR. HARPREET SUKHIJA (DIN: 10729050) AS WHOLE TIME DIRECTOR OF THE COMPANY AND PAYMENT OF MANAGERIAL REMUNERATION TO MR. HARPREET SUKHIJA**

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

“RESOLVED THAT pursuant to the provisions of Section 152, Section 196, Section 197 and Section 203 read with Schedule V and all other applicable provisions, if any, of the Companies Act, 2013 (“the Act”) read with rules made thereunder (including any statutory modification(s) or re-enactment(s) thereof for the time being in force), and pursuant to applicable Article of Articles of Association of the Company, the consent of the members of the Company be and is hereby accorded to appoint Mr. Harpreet Sukhija (DIN : 10729050) as a Whole Time Director of the Company, in respect of whom the Company has received a notice in writing under Section 160 of the Act from a Member proposing his candidature for the office of Director, to hold the office for a period of 5 (Five) consecutive years with effect from 5 August 2024 to 4 August 2029, liable to retire by rotation, on terms and conditions and such remuneration as set out in his appointment letter and mentioned in the explanatory statement forming part of this Notice.

RESOLVED FURTHER THAT pursuant to the provisions of Sections 196, 197 and 203 read with Schedule V and other applicable provisions of the Companies Act 2013 (“the Act”), if any, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and the enabling provisions of Articles of Association of the Company, the consent of the members of the Company be and is hereby accorded to pay managerial remuneration to Mr. Harpreet Sukhija (DIN: 10729050), of Rs. 7,50,004/- per month, aggregating to Rs. 90,00,048/- per annum inclusive of such perquisites and statutory and retiral benefits as may be allowed to him as per the Company policy plus any other perquisite and benefits as mentioned in his appointment letter and mentioned in the explanatory statement forming part of this Notice, with such increments as the Board or a duly constituted Committee thereof, may decide from time to time, subject to a ceiling of Rs. 2,00,00,000/- (Rupees Two Crore only) per annum, during the period of upto 3 (Three) years w.e.f 5 August 2024.





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RESOLVED FURTHER THAT the aggregate amount of remuneration payable to Mr. Harpreet Sukhija (DIN: 10729050), in a financial year may exceed the maximum admissible limits as prescribed in Section 197 of the Companies Act, 2013 and in the event of inadequacy or absence of profits arising in any financial year, Mr. Harpreet Sukhija (DIN: 10729050), shall be entitled to receive remuneration plus perquisites and other benefits etc. as mentioned in his appointment letter and mentioned in the explanatory statement forming part of this Notice upto the limit as approved by the members herein above, as minimum remuneration.

RESOLVED FURTHER THAT in the event of any statutory amendment or modification or relaxation in the provisions of Schedule V of the Companies Act, 2013, relating to the payment of remuneration to the managerial personnel, the Board of Directors of the Company, (including its committees thereof), be and are hereby authorized to vary the remuneration plus perquisites and other benefits etc. within such prescribed limits.

RESOLVED FURTHER THAT the Board of Directors of the Company (including its committees thereof) be and are hereby authorized to revise, enhance, alter and vary from time to time the terms and conditions of appointment and remuneration by seeking further consent and approval of the shareholders of the Company and to do all necessary acts, deeds and things as it may, in its absolute discretion, and to sign all such documents and writings as may be necessary to give effect to this resolution and for matters connected therewith or incidental thereto.”

By order of the Board of Directors
For PICL (INDIA) PRIVATE LIMITED



(Daljit Singh)

Director

DIN: 02023964

Address: 829A, The Camellias, Sector-42,
DLF Links, DLF-5, Gurgaon, Gurgaon,
Haryana – 122009

Place: Gurugram

Date: 05.08.2024



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Notes:

1. The explanatory statement pursuant to section 102 and other applicable provisions of the Companies Act, 2013 read with the rules framed thereunder concerning the special business in respect of item no. 1 as set out in the notice is annexed hereto and forms part of the notice.
2. A Member entitled to attend and vote at the Meeting is entitled to appoint a Proxy to attend and, on a poll, to vote instead of himself and the Proxy need not be a Member of the Company.
3. **Proxies, in order to be effective, must be received in the enclosed Proxy Form at the Registered Office of the Company not less than forty-eight hours before the time fixed for the Meeting.**
4. A person can act as a proxy on behalf of Members not exceeding 50 and holding in the aggregate not more than ten percent of the total share capital of the Company carrying voting rights. A Member holding more than ten percent of total share capital of the Company carrying voting rights may appoint a single person as proxy and such person shall not act as a proxy for any other person or shareholder.
5. Members/ Proxies should bring their Attendance slip/sheet duly completed for attending the Meeting.
6. Corporate Members intending to send their authorized representatives to attend the meeting are requested to send to the Company a certified copy of the Board Resolution authorizing their representative to attend and vote on their behalf at the Meeting.
7. Members are requested to notify immediately any change of address in respect of the shares held in physical form together with a proof of address viz. Electricity Bill/Telephone Bill/Ration Card/Voter ID Card/Passport etc.
8. Members are requested to make all correspondence in connection with shares held by them by addressing letters directly to the Company quoting reference of their Folio numbers.
9. During the period beginning 24 hours before the time fixed for the commencement of Meeting and ending with the conclusion of the Meeting, a Member would be entitled to inspect the proxies lodged at any time during the business hours of the Company.



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10. All documents referred to in the Notice and accompanying explanatory statement are open for inspection at the Registered Office of the Company on all working days of the Company during the business hours upto the date of the Extra Ordinary General Meeting and at the venue of the Meeting for the duration of the Meeting.

By order of the Board of Directors
For PICL (INDIA) PRIVATE LIMITED



(Daljit Singh)
Director

DIN: 02023964

Address: 829A, The Camellias, Sector-42, DLF
Links, DLF-5, Gurgaon, Gurgaon, Haryana –
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Explanatory Statement

{Pursuant to Section 102 of the Companies Act, 2013, to the resolution proposed to be passed at the Extra Ordinary General Meeting to be held at shorter notice on 05 August 2024 at 04:00 P.M. IST}

ITEM NO. 1

The Board of Directors of the Company ("the Board"), at their meeting held on 05 August, 2024, in accordance with the provisions of Section 196, 197 and 203 read with Schedule V and all other applicable provisions of the Companies Act, 2013 ('the Act') had appointed Mr. Harpreet Sukhija (DIN: 10729050) as an Additional Director designated as Whole Time Director ("WTD") on the Board of Company for a term of 5 (Five) years, w.e.f. 05 August 2024 to 4 August 2029 to hold office up to the conclusion of ensuing Annual General Meeting of the Company and his office liable to retire by rotation and accorded consent to pay managerial remuneration to Mr. Harpreet Sukhija (DIN: 10729050), of Rs. 7,50,004/- per month, aggregating to Rs. 90,00,048/- per annum inclusive of such perquisites and statutory and retiral benefits as may be allowed to him as per the Company policy plus any other perquisite and benefits as mentioned in his appointment letter and mentioned in this explanatory statement, with such increments as the Board or a duly constituted Committee thereof, may decide from time to time, subject to a ceiling of Rs. 2,00,00,000/- (Rupees Two Crore only) per annum, during the period of upto 3 (Three) years w.e.f 5 August 2024.

The Company has received a notice in writing by a member proposing his candidature under Section 160 of the Act. Mr. Harpreet Sukhija (DIN: 10729050), is associated with PICL, since 20 August 2018 and is presently serving as the Plant Head of PICL and president of Motor Division of the Company. He is having 20+ years of experience in the manufacturing industry and possesses the requisite knowledge, experience and abilities for the position of the Whole Time Director of the Company.

He is entrusted with responsibility of overall Motor Division of the Company with prime focus on business development, introduction of new products & categories and leading expansion strategies, driving business growth in our Company by identifying new prospects and converting more leads into customers. Under his supervision the business of the Company has grown and improved in areas such as sales, revenue, product offerings, talent acquisition, customer service, and brand awareness.

Hence, on the basis of the knowledge, acumen, expertise and experience of Mr. Harpreet Sukhija (DIN: 10729050), in his fields of expertise and the substantial contribution made by him in the Company during his service in the Company, in the best interest of the Company, it is proposed to regularize the appointment of Mr. Harpreet Sukhija (DIN: 10729050), as a Whole Time Director, liable to retire by rotation, for a period of 5 (Five) consecutive years, with effect from 5 August 2024 to 4 August 2029.





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Hence, approval from the Members of the Company by way of special resolution is sought for appointment of Mr. Harpreet Sukhija (DIN: 10729050), as a Whole Time Director for a period of 5 (Five) years, w.e.f. 05 August 2024 up to 04 August 2029, payment of managerial remuneration to him.

Mr. Harpreet Sukhija (DIN: 10729050), has submitted, consent to act as Director in prescribed Form DIR-2, including declaration in Form DIR-8 in terms of Companies (Appointment and Qualification of Directors) Rules, 2014 to the effect that he is not disqualified under sub-section 2 of Section 164 of the Companies Act, 2013 and has not been debarred or disqualified from being appointed as Director of the Company by the Securities and Exchange Board of India, Ministry of Corporate Affairs or such other Statutory Authorities, read with applicable rules and the notice of Disclosure of Interest in Form MBP-1 as per the provisions of Section 184(1) of the Companies Act, 2013.

Mr. Harpreet Sukhija (DIN: 10729050), also satisfies all the conditions set out in Part-I of Schedule V to the Companies Act, 2013, ('the act') and also conditions set out under sub-section (3) of Section 196 of the Act, for being eligible for this appointment.

Mr. Harpreet Sukhija (DIN: 10729050), shall be entitled to receive abovesaid remuneration inclusive of such perquisites and statutory and retiral benefits as may be allowed to him as per the Company policy plus any other perquisite and benefits as mentioned in his appointment letter and mentioned in this explanatory statement, with such increments as the Board or a duly constituted Committee thereof, may decide from time to time, subject to a ceiling of Rs. 2,00,00,000/- (Rupees Two Crore only) per annum, during the period of upto 3 (Three) years w.e.f 5 August 2024, upto the limit as approved by the members herein above, as minimum remuneration.

However, since the aggregate amount of remuneration payable to Mr. Harpreet Sukhija (DIN: 10729050), and total managerial remuneration payable to the Director(s) of the Company taken together in any financial year may exceed the maximum admissible limits as prescribed in Section 197 of the Companies Act, 2013, approval of the shareholders is sorted by way of passing special resolution.

The terms of appointment including payment of managerial remuneration are given below :-

I. Period of Appointment

For a period of 5 (five) consecutive years, with effect from 5 August 2024 to 4 August 2029.

II. Remuneration

A. Salary, Allowances and Perquisites (hereinafter referred to as "Remuneration"):

*subject to a ceiling of Rs. 2,00,00,000/- (Rupees Two Crore only) per annum, during the period of upto 3 (Three) years.



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Particulars of Terms of remuneration	Remuneration (CTC per month Amount in Rs.)
GROSS SALARY (Gross Salary includes Basic Salary, HRA, Conveyance Allowance and Special Allowance)	5,44,400
Employer PF	27,293
Bonus	2,185
Reimbursement	40,000
Perf Bonus	1,16,667
LWF	62
LTA	18,147
Medical	1,250
MONTHLY CTC	7,50,004
YEARLY CTC	90,00,048

B. Perquisites:

In addition to the aforesaid perquisites he shall be entitled to :-

a. Monthly Car allowance, Mediclaim, Group Term Life Insurance (GTLI) and Group Personal Accidental (GPA) Policy as follows :-

Perquisites	(Amount in Rs)
Car Allowance Monthly	84,205
Mediclaim	636
GTLI	1,600
GPA (Yearly)	458
Total	86,899

- b. Encashment of leave as per Company policy;
- c. Participation in any/ all employee stock option schemes/ performance stock unit plans of the Company;
- d. Such other perquisites, allowances or benefits in accordance with the rules/policies of the Company applicable for senior management or as may be agreed to by the Board of Directors and Mr. Harpreet Sukhija.

The value of the perquisites evaluated as per Income-tax Rules, 1962, wherever applicable.

III. **Minimum Remuneration:** Notwithstanding anything contained herein, in the event of loss or inadequacy of profits in any financial year during the period of his office as the Whole Time



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Director, the Company will, subject to applicable laws and such sanctions and approvals as may be required, pay remuneration to Mr. Harpreet Sukhija, as provided herein above.

IV. Other Terms and Conditions:

1. Subject to the superintendence, control and direction of the Board of Directors, Mr. Harpreet Sukhija, shall manage and conduct the business and affairs of the Company relating to responsibility of overall motor division business of the Company with prime focus on business development, introduction of new products & categories, expansion strategies, driving business growth by identifying new prospects and converting more leads into customers.

He shall not be paid any sitting fees for attending meetings of the Board or Committee thereof.

The period of office of Mr. Harpreet Sukhija shall be liable to determination by retirement of directors by rotation. If he is re-appointed as a director, immediately on retirement by rotation, he shall continue to hold office of Whole Time Director and such re-appointment as director shall not be deemed to constitute break in his appointment as a Whole Time Director.

Statement in terms of Section II of Part II of Schedule V of the Companies Act, 2013:

I. General Information:					
1.	Nature of industry	The Company is a deemed public Company incorporated on 13 September 1994 under the Companies Act, 1956. The Company is engaged in the manufacturing of Motors for the HVAC (Heating, Ventilation and Air Conditioning) and non-HVAC Applications of industries. Specialized in manufacturing of Induction, BLDC & EC Motors for domestic as well as export market.			
2.	Date or expected date of commencement of commercial production	The Company was incorporated on 13 September 1994, Further, the Company had commenced its business on the same date i.e. 13 September 1994.			
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	(Amount in Lakh)			
		Financial year	FY 2023 - 24	FY 2022-23	FY 2021-22
		Gross Revenue	33,876.77	30,709.09	23,586.44
		Profit before Tax	995.43	2,049.90	1,186.72
		Profit after Tax	714.81	1,500.21	886.95
		Earnings per share	19.63	41.19	24.35





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5.	Foreign investments or collaborations, if any	The Company has not entered into any material foreign collaboration and no direct capital investment has been made in the Company during the previous three financial years.			
II. Information about the appointee:					
1.	Background details	Mr. Harpreet Sukhija holds a Bachelor of Technology (B.Tech) degree with specialization in mechanical engineering from Punjab Technical University and Post Graduate Diploma in Business Analytics (PGDBA) with specialization in Operations Management from Symbiosis University			
2.	Past remuneration	Rs. 75,00,636/- Per Annum as an Employee of the Company.			
3.	Recognition or awards	Not Applicable			
4.	Job profile and his suitability	<p>Mr. Harpreet Sukhija (DIN: 10729050), is associated with PICL, since 20 August 2018 and is presently serving as the Plant Head of PICL and President of Motor Division of the Company.</p> <p>He is entrusted with responsibility of overall Motor Division of the Company with prime focus on business development, introduction of new products & categories and leading expansion strategies, driving business growth in our Company by identifying new prospects and converting more leads into customers. Under his supervision the business of the Company has grown and improved in areas such as sales, revenue, product offerings, talent acquisition, customer service, and brand awareness.</p> <p>He is having 20+ years of experience in the manufacturing industry and possesses the requisite knowledge, experience and abilities for the position of the Whole Time Director of the Company.</p>			

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5	Remuneration proposed	<p>The Board of Directors the Company accorded their consent to pay managerial remuneration to Mr. Harpreet Sukhija (DIN: 10729050), of Rs. 7,50,004/- per month, aggregating to Rs. 90,00,048/- per annum.</p> <p>Mr. Harpreet Sukhija (DIN: 10729050), shall be entitled to receive abovesaid remuneration inclusive of such perquisites and statutory and retiral benefits as may be allowed to him as per the Company policy plus any other perquisite and benefits as mentioned in his appointment letter and mentioned in this explanatory statement, with such increments as the Board or a duly constituted Committee thereof, may decide from time to time, subject to a ceiling of Rs. 2,00,00,000/- (Rupees Two Crore only) per annum, during the period of upto 3 (Three) years w.e.f 5 August 2024, upto the limit as approved by the members herein above, as minimum remuneration.</p>
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. Harpreet Sukhija, has been drawing remuneration in this range for the past several years, therefore, retaining him at this remuneration is imperative.
7	Pecuniary relationship directly or indirectly with the company, or relationship with the managerial personnel, if any	Mr. Harpreet Sukhija is not having any direct or indirect pecuniary relationship with the Company, or with the managerial personnel.
III. Other information:		
1.	Reasons of loss or inadequate profits	As the Company's focus is growth oriented, it is majorly incurring capital expenditures for its capacity expansion to cope with the ever-increasing customer demands.
2.	Steps taken or proposed to be taken for improvement	<ul style="list-style-type: none">➤ Company is focusing on geographic expansion of its business➤ Adding new customers base;➤ Assisting new product portfolio
3.	Expected increase in productivity and profits in measurable terms	In view of the steps taken by the Company as stated above, the Company believes that there will be significant increase in productivity and profitability in the years to come.





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Mr. Harpreet Sukhija is deemed to be interested in the resolution set out in Item No. 1 of the Notice with regard to appointment.

None of the Director(s) and/or Key Managerial Personnel(s) and their relative(s) is either directly or indirectly concerned or interested, financially or otherwise, in the resolution as set out in item no. 1 of the Notice.

The Company has disclosed all the related information and to the best of understanding of the Board of Directors, no other information and facts are required to be disclosed that may enable the Members to understand the meaning, scope, and implications of the items of business and to take decision thereon.

The terms and conditions of appointment will be made available for inspection at the registered office of the Company for inspection during the office hours of the Company.

The Board of Directors of your Company recommends that the **Special Resolution** under Item No. 1 be passed in the interest of your Company.

By order of the Board of Directors
For PICL (INDIA) PRIVATE LIMITED



(Daljit Singh)
Director

DIN: 02023964

Address: 829A, The Camellias, Sector-42, DLF Links,
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ANNEXURE TO ITEM 1

ADDITIONAL INFORMATION ON DIRECTOR RECOMMENDED FOR RE-APPOINTMENT AS REQUIRED UNDER SECRETARIAL STANDARDS-2 AS PRESCRIBED BY THE INSTITUTE OF COMPANY SECRETARIES OF INDIA

Name of Director	Mr. Harpreet Sukhija
Age	43 Years
Qualifications	Mr. Harpreet Sukhija holds a Bachelor of Technology (B.Tech) degree with specialization in mechanical engineering from Punjab Technical University and Post Graduate Diploma in Business Analytics (PGDBA) with specialization in Operations Management form Symbiosis University
Experience	<p>Mr. Harpreet Sukhija is serving as whole-time key managerial personnel and designated as Whole Time Director on the Board of the Company since 05 August 2024.</p> <p>Mr. Harpreet Sukhija (DIN: 10729050), is associated with PICL, since 20 August 2018 and is presently serving as the Plant Head of PICL and President of Motor Division of the Company.</p> <p>He is entrusted with responsibility of overall Motor Division of the Company with prime focus on business development, introduction of new products & categories and leading expansion strategies, driving business growth in our Company by identifying new prospects and converting more leads into customers. Under his supervision the business of the Company has grown and improved in areas such as sales, revenue, product offerings, talent acquisition, customer service, and brand awareness.</p>
Date of first appointment on the Board	He has been inducted as a member of the Board w.e.f. 05 August 2024, liable to retire by rotation.





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Shareholding in the Company	Nil
Relationship with other Directors, Manager and other Key Managerial Personnel of the Company	He is not having any relationship with Directors, Managers and Key Managerial Personnel of the Company.
Number of Meetings of the Board attended during financial the year 2024-25	Not Applicable
Other Directorships	Nil

MEMBERSHIP/ CHAIRMANSHIP OF COMMITTEES OF OTHER BOARDS

Name of Director	Names of the Company	Type of Committee	Membership Status
Mr. Harpreet Sukhija			NIL

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