

PAOS INDUSTRIES LTD.

CIN:L24100PB1990PLC049032

Registered Office: Village Pawa, G.T. Road, Near Civil Airport, Ludhiana-141 120 (Pb)

04.09.2025

To

**Corporate Relationship Department
BSE Limited
Floor 25, Feroze Jeejeebhoy Towers,
Dalal Street, Mumbai-400001
Phone:022-22721233-34**

Scripts Code: 530291 ISIN: INE791C01012

Sub: Notice Convening 35th Annual General Meeting, Intimation of Book Closure, Cut-off Date, E-Voting Information.

Pursuant to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we would like to inform you that 35th Annual General Meeting (AGM) of the Company will be held on Tuesday, September 30, 2025 at 10:00 a.m. at the Registered Office of the Company situated at Village Pawa, G.T. Road, Near Civil Airport, Ludhiana -141 120, Punjab, India. The Notice of the 35th AGM of the Company is enclosed herewith and also available on the website of the company at www.paosindustries.in

Further, pursuant to provisions of Section 91 of the Companies Act, 2013 and the rules framed there under and Regulation 42 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Register of Members and Share Transfer Books of the Company will remain closed from Wednesday, September 24, 2025 to Tuesday, September 30, 2025 (both days inclusive) for the purpose of 35th Annual General Meeting (AGM) of the Company.

Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management & Administration) Rules, 2015 and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has engaged the services of Central Depository Services (India) Limited (CDSL) for providing the remote e-voting facility to its Members holding Shares in either Physical and Dematerialized form in respect of businesses to be transacted at the 35th Annual General Meeting scheduled to be held on Tuesday, 30th September 2025 at 10:00 A.M.

The Company has fixed Tuesday, 23rd day of September, 2025 as the cut-off date for determining the members entitled to vote through remote e-voting facility or through ballot paper at the AGM. The same cut-off date would also ascertain the members, who do not cast their vote electronically and wish to cast their vote physically at the ensuing AGM, The Company has engaged the services of Central Depository Services (India) Limited (CDSL) to provide the e-voting facility.

Ph:+91-161-522-0000 Email: paosindustriesltd@gmail.com, rajagromills@gmail.com

Website: www.paosindustries.in

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Registered Office: Village Pawa, G.T. Road, Near Civil Airport, Ludhiana-141 120 (Pb)

The e-voting schedule is as under:-

Commencement of E-Voting	27 th September, 2025 (9.00 a.m.), Saturday
End of E-Voting	29 th September, 2025 (5.00 p.m.), Monday

Kindly note and display the notice on your notice board for the information of the members of your exchange and general Public.

**Thanking You,
Yours Faithfully,**

For PAOS Industries Ltd

**Daljeet Singh
Company Secretary & Compliance Officer**

NOTICE

NOTICE is hereby given that the **35th Annual General Meeting** of the Members of **PAOS INDUSTRIES LIMITED** will be held on **Tuesday, the 30th day of September, 2025 at 10.00 a.m.** at the Registered Office of the Company at **Village Pawa, G.T. Road, Near Civil Airport, Ludhiana-141 120 (Pb)** for transacting the following businesses:

ORDINARY BUSINESS:

1. To receive, consider and adopt the Audited Standalone Financial Statements of the Company for the financial year ended 31st March, 2025 together with the reports of Board of Directors and Auditors thereon.
2. To appoint Smt. Rama Bansal (08156375) as a Director who retires by rotation and being eligible offers herself for re-appointment.
3. **Appointment of M/s P. C. Goyal & Co. (Firm Registration No. 002368N) as the Statutory Auditors 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 139, 142 and all other applicable provisions, if any, of the Companies Act, 2013 and the Rules framed thereunder [including any statutory modification(s) or re-enactment thereof for the time being in force], the applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended from time to time, and based on the recommendation of the Audit Committee and the Board of Directors of the Company, M/s P.C. Goyal & Co., Chartered Accountants (Firm Registration No. 002368N, a peer reviewed firm bearing No. 016851), be and are hereby appointed as the Statutory Auditors of the Company to hold office for a term of 5 (five) consecutive years i.e. from the conclusion of this 35th Annual General Meeting till the conclusion of 40th Annual General Meeting of the Company, at an annual remuneration of INR 4.00 lakhs plus outlays and taxes as applicable from time to time, for the purpose of statutory audit of the Company’s accounts, for FY 2025-26, with the power to the Board / Audit Committee to alter and vary the terms and conditions of their appointment, revision (including upward revision) in the remuneration during the remaining tenure of 4 (Four) years, including by reason of the necessity on account of conditions as may be stipulated by the authority, in such manner and to such extent as may be mutually agreed with the Statutory Auditors.

RESOLVED FURTHER THAT the Audit Committee/ Board of Directors of the Company, be and are hereby authorized to revise/ alter/ modify/ amend the terms and conditions and/ or remuneration, from time to time, as may be mutually agreed with the Statutory Auditors, during the tenure of their appointment.”

SPECIAL BUSINESSES:

4. **To appoint M/s. Rajeev Bhambri & Associates, Company Secretaries, as the Secretarial Auditors of the Company, to hold office for the term of 5 (Five) consecutive years effective from FY 2025-26 to FY 2029-30.**

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

RESOLVED THAT pursuant to Regulation 24A of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with the provisions of Section 204(1) of the Companies Act, 2013 and Rule 9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and other applicable provisions, if any, of the Companies Act, 2013, (including any statutory modification(s) or reenactment(s) thereof for the time being in force) and as per the recommendations of Board of Directors of the Company, consent of the members of the company is be and hereby accorded to appoint M/s. Rajeev Bhambri & Associates, Company Secretaries, (C. P. No. 9491 and Peer review Certificate No. 5824/2024 valid up to 30.06.2029) as the Secretarial Auditors of the Company to hold office for a period of 5 (five) consecutive years from Financial Year 2025-26 up to Financial year 2029-30, at a remuneration as described in the explanatory statement annexed to this notice.

RESOLVED FURTHER THAT the Board of Directors of the Company and / or Company Secretary of the Company be and are hereby severally and/or jointly authorized to do all such acts and take all such steps as may be necessary, proper or expedient to give effect to this resolution.”

5. Appointment of Smt. Komal Bhalla (DIN 09106916) as Non-Executive Independent Director of the Company.

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

“RESOLVED THAT based on the recommendation of the Nomination and Remuneration Committee and pursuant to the provisions of Sections 149, 150, 152 and other applicable provisions, if any, of the Companies Act (including any statutory modification or re- enactment thereof for the time being in force) along with the Companies (Appointment and Qualification of Directors) Rules, 2014, Schedule IV, and Regulation 16, 17, 25 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, Smt. Komal Bhalla (DIN 09106916) who was appointed by the board as an additional Director (Non-executive, Independent) with effect from, 07th August 2025 and who hold the office up to the date of Annual general meeting who has submitted a declaration that she meets the criteria for independence as provided in Section 149(6) of the Act, be and is hereby appointed as an Independent Director of the Company, not liable to retire by rotation, to hold the office for a term of five (5) years commencing from August 07, 2025 up to August 06, 2030, be and is hereby approved.”

RESOLVED FURTHER THAT Smt. Komal Bhalla (DIN 09106916) shall be entitled to receive sitting fees for attending meetings of Board of directors as may be determined by the Board of Directors time to time.”

RESOLVED FURTHER THAT any Director or Company Secretary of the Company be and is hereby authorized to file forms any Form, E-Forms, returns with the Ministry of Corporate Affairs and/or any other statutory authority and to do all such acts, deeds and thing as may be considered necessary to give effect the above said resolution.”

6. Appointment of Sh. Sanchit Arora (DIN 11257440) as Non-Executive Independent Director of the Company.

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

“RESOLVED THAT based on the recommendation of the Nomination and Remuneration Committee and pursuant to the provisions of Sections 149, 150, 152 and other applicable provisions, if any, of the Companies Act (including any statutory modification or re- enactment thereof for the time being in force) along with the Companies (Appointment and Qualification of Directors) Rules, 2014, Schedule IV, and Regulation 16, 17, 25 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, Sh. Sanchit Arora (DIN 11257440) who was appointed by the board as an additional Director (Non-executive, Independent) with effect from, 30th August 2025 and who hold the office up to the date of Annual general meeting who has submitted a declaration that he meets the criteria for independence as provided in Section 149(6) of the Act, be and is hereby appointed as an Independent Director of the Company, not liable to retire by rotation, to hold the office for a term of five (5) years commencing from August 30, 2025 up to August 29, 2030, be and is hereby approved.”

RESOLVED FURTHER THAT Sh. Sanchit Arora (DIN 11257440) shall be entitled to receive sitting fees for attending meetings of Board of directors as may be determined by the Board of Directors time to time.”

RESOLVED FURTHER THAT any Director or Company Secretary of the Company be and is hereby authorized to file forms any Form, E-Forms, returns with the Ministry of Corporate Affairs and/or any other statutory authority and to do all such acts, deeds and thing as may be considered necessary to give effect the above said resolution.”

7. Appointment of Sh. Sagar Borase (DIN 11220136) as a Non-Executive Director.

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

“RESOLVED THAT Sh. Sagar Borase (DIN: 11220136), who was appointed as an Additional Director (Non-Executive) of the Company by the Board of Directors pursuant to the recommendation of Nomination and Remuneration Committee with effect from 07th August, 2025 and who holds office up to the date of the ensuing Annual General Meeting of the Company in terms of Section 161(1) of the Companies Act, 2013 ('the Act') and Articles of Association of the Company and who is eligible for appointment be and is hereby appointed as a Director of the Company, liable to retire by rotation.”

RESOLVED FURTHER THAT any Director or Company Secretary of the Company be and is hereby authorized to file forms any Form, E-Forms, returns with the Ministry of Corporate Affairs and/or any other statutory authority and to do all such acts, deeds and thing as may be considered necessary to give effect the above said resolution.”

8. Appointment of Sh. Sagar Borase (DIN: 11220136) as Whole-time Director with effect from 01st September, 2025 to 31st August, 2030.

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

“RESOLVED THAT in accordance with the provisions of Sections 196, 197, 198, 203 and all other applicable provisions of the Companies Act, 2013 read with Schedule V of the Companies Act, 2013 and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended and rules made thereunder, (including any statutory modification(s) or re-enactment thereof, for the time being in force) approval of the Members of the Company be and is hereby accorded to the appointment of Sh. Sagar Borase (DIN: 11220136) as Whole time Director of the Company for a period of 5 (Five) years with effect from 01st September, 2025 on the terms and conditions including remuneration as set out in the explanatory statement annexed to the Notice convening this meeting, with liberty to the Board of Directors to alter and vary the terms and conditions of the said appointment including remuneration in such manner as may be agreed between the Board of Directors and Sh. Sagar Borase.

RESOLVED FURTHER THAT any Director or Company Secretary of the Company be and is hereby authorized to file forms any Form, E-Forms, returns with the Ministry of Corporate Affairs and/or any other statutory authority and to do all such acts, deeds and thing as may be considered necessary to give effect the above said resolution.”

**By Order of Board
For PAOS Industries Limited**

**Sd/-
(Sanjeev Bansal)
Managing Director
DIN- 00057485**

**662/2, Premjit Road, Gurdev
Nagar, Ludhiana-141001**

Date: 30-08-2025

Place: Ludhiana

NOTES:

- (i) A member entitled to attend and vote at the annual general meeting (the “MEETING”) is entitled to appoint a proxy to attend and vote on a poll instead of himself/herself and the proxy need not be a member of the company. The instrument appointing the proxy should, however, be deposited at the registered office of the company not less than forty-eight hours before the commencement of the meeting. The blank proxy form is enclosed.
- (ii) A person can act as a proxy on behalf of members not exceeding fifty 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 the 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.
- (iii) During the period beginning 24 hours before the time fixed for the commencement of the meeting and ending with the conclusion of the meeting, members would be entitled to inspect the proxies lodged, at any time during the business hours of the Company, provided not less than 3 days written notice is given to the Company.
- (iv) Statement pursuant to section 102 of the Companies Act, 2013 (the ‘Act’) forms part of this Notice.
- (v) Brief details of the directors, who are seeking appointment/re-appointment, are annexed hereto as per requirements of regulation 36(3) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (‘Listing Regulations’) and as per provisions of the Act.
- (vi) SEBI has mandated that any service request from members holding securities in physical mode shall be entertained only upon registration of the PAN, KYC details and nomination. The folios wherein any one of the said document/details are not updated on or after 1st October 2023 shall be frozen by the RTA. Further, such member will not be eligible to receive dividend in physical mode. Members are requested to furnish the details in the prescribed form to RTA. Forms can be downloaded from the website of the Company at www.paosindustries.in
- (vii) In terms of section 101 and 136 of the Act, read together with the rules made there-under, the listed companies may send the notice of annual general meeting and the annual report, including Financial Statements, Board

Report, etc. by electronic mode. The Company is accordingly forwarding soft copies of the above referred documents to all those members, who have registered their e-mail addresses with their respective depository participants or with the share transfer agent of the Company. For members who have not registered their e-mail addresses, physical copies are sent in the permitted mode. Members may note that Annual Report 2024-25 and Notice along with proxy form and attendance slip will also be available on the Company's website www.paosindustries.in and website of the Stock Exchange, i.e. BSE Limited at www.bseindia.com.

- (viii)** Institutional/Corporate Shareholders (i.e. other than individuals/HUF, NRI, etc.) are required to send a scanned copy (PDF / JPG Format) of its Board or governing body's Resolution/Authorization etc., authorizing its representative to attend the AGM on its behalf and to vote through remote e-voting. The said Resolution/Authorization shall be sent to the Scrutinizer by e-mail through its registered e-mail address to rajeevbhambri@gmail.com.
- (ix)** To receive communications through electronic means, including Annual Reports and Notices, members are requested to kindly register/ update their e-mail address with their respective depository participants, where shares are held in demat mode. Members are requested to register their e-mail id and support the green initiative efforts of the Company. Members are also requested to support our commitment to environmental protection by choosing to receive the Company's communication through e-mail going forward.
- (x)** Securities Exchange Board of India has mandated that the listed companies shall henceforth issue the securities in dematerialised form only, while processing service requests such as issue of duplicate share certificates, transmission, transposition, etc. Accordingly, members who still hold share certificates in physical form are advised to dematerialise their holdings.
- (xi)** The Company has been maintaining, inter alia, the following statutory registers at its registered office at Village Pawa, G.T. Road, Near Civil Airport, Ludhiana-141 120 (Pb) which are open for inspection by members in terms of the applicable provisions of the Act, from Monday to Friday from 10.00 a.m. to 12.30 p.m., except holidays:
 - i) Register of Contracts or arrangements in which directors are interested under section 189 of the Act. The said Register shall also be produced at the commencement of the AGM of the Company and shall remain open and accessible during the continuance of the meeting to any person having the right to attend the meeting.
 - ii) Register of Directors and Key Managerial Personnel and their shareholding under section 170 of the Act. The said Register shall be kept open for inspection at the AGM of the Company and shall be made accessible to any person attending the AGM.
- (xii)** Documents referred to in the Notice and the statement shall be open for inspection by the members at the registered office of the Company from Monday to Friday from 10.00 a.m. to 12.30 p.m., except holidays, up to the date of AGM.
- (xiii)** Pursuant to section 72 of the Act read with SEBI Circular dated 3rd November 2021, clarification circular dated 14th December 2021 and circular dated 16th March 2023, members holding shares in physical form are advised to file nomination in the prescribed Form SH-13 or Form ISR-3 (Declaration to Opt-out). The form can be downloaded from the website of the Company at www.paosindustries.in
- (xiv)** The Securities and Exchange Board of India (SEBI) has mandated the submission of Permanent Account Number (PAN) by every participant in securities market. Members holding shares in electronic form are, therefore, requested to submit their PAN to their Depository Participants with whom they are maintaining their demat accounts. Members holding shares in physical form can submit their PAN to the Company/ Link Intime India Pvt. Ltd.
- (xv)** The register of members and the share transfer book of the company will remain closed from Wednesday, the 24th August, 2025 to Tuesday, the 30th August, 2025 (both days inclusive).
- (xvi)** Members are requested to bring their copies of Annual Reports along with them, as copies of the report will not be distributed at the meeting.
- (xvii)** Members/proxies are requested to bring their attendance slips sent herewith duly filled in for attending the meeting.
- (xviii)** Any queries regarding the Annual Accounts or otherwise must be sent to Registered Office of the Company at least 10 days before the date of meeting.

- (xix) M/s Rajeev Bhambri & Associates, Company Secretaries have been appointed as the Scrutinizer to scrutinize the e-voting process in a fair and transparent manner (including the ballot forms received from members who do not have access to the e-voting process). The scrutinizer shall upon the conclusion of General Meeting, unblock the votes in presence of at least two witnesses not in employment of the Company and make a report of the votes cast in favour or against, if any, forthwith to the Managing Director of the Company.
- (xx) The Results of the resolutions passed at the AGM of the Company will be declared within 48 working hours of the conclusion of AGM. The Results declared along with the Scrutinizer's report shall be placed on website of company, CDSL and will be communicated to the stock exchanges.
- (xxi) **Voting through Electronic Means:** Pursuant to the Section 108 of the Companies Act, 2013, Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended from time to time and Regulation 44 of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, the Company is pleased to provide the facility to the Members a facility to exercise their right to vote at the 34th Annual General Meeting (AGM) by electronic means.
- (xxii) The Members whose name appears in the Register of Members of the Company as on **23rd August, 2025** may cast their votes on electronic voting system from place other than the venue of the meeting (remote e-voting). The remote e-voting shall commence on **27th August, 2025 at 09:00 AM and ends on 29th August, 2025 at 05:00 PM**. Once the vote on a resolution is cast by the shareholder, the shareholder shall not be allowed to change it subsequently. The e-voting module shall be disabled by CDSL for voting thereafter.

THE INTRUCTIONS OF SHAREHOLDERS FOR REMOTE E-VOTING:

- Step 1** : Access through Depositories CDSL/NSDL e-Voting system in case of individual shareholders holding shares in demat mode.
- Step 2** : Access through CDSL e-Voting system in case of shareholders holding shares in physical mode and non-individual shareholders in demat mode.
- The voting period begins on **Saturday 27th August, 2025 at 09:00 AM and ends on Monday 29th August, 2025 at 05:00 PM**. During this period shareholders of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date **Tuesday 23rd August, 2025** may cast their vote electronically. The e-voting module shall be disabled by CDSL for voting thereafter.
 - Shareholders who have already voted prior to the meeting date would not be entitled to vote at the meeting venue.
 - Pursuant to SEBI Circular No. **SEBI/HO/CFD/CMD/CIR/P/2020/242 dated 09.12.2020**, under Regulation 44 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, listed entities are required to provide remote e-voting facility to its shareholders, in respect of all shareholders' resolutions. However, it has been observed that the participation by the public non-institutional shareholders/retail shareholders is at a negligible level.

Currently, there are multiple e-voting service providers (ESPs) providing e-voting facility to listed entities in India. This necessitates registration on various ESPs and maintenance of multiple user IDs and passwords by the shareholders.

In order to increase the efficiency of the voting process, pursuant to a public consultation, it has been decided to enable e-voting to **all the demat account holders, by way of a single login credential, through their demat accounts/ websites of Depositories/ Depository Participants**. Demat account holders would be able to cast their vote without having to register again with the ESPs, thereby, not only facilitating seamless authentication but also enhancing ease and convenience of participating in e-voting process.

- Step 1** : Access through Depositories CDSL/NSDL e-Voting system in case of individual shareholders holding shares in demat mode.
- In terms of SEBI circular no. **SEBI/HO/CFD/CMD/CIR/P/2020/242 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.

Pursuant to abovesaid SEBI Circular, Login method for e-Voting for **Individual shareholders holding securities in Demat mode CDSL/NSDL** is given below:

Type of shareholders	Login Method
Individual Shareholders holding securities in Demat mode with CDSL Depository	<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 to Easi / Easiest are requested to visit cdsi website www.cdslindia.com and click on login icon & My Easi New (Token) Tab. 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 cdsi website www.cdslindia.com and click on login & My Easi New (Token) 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 with NSDL Depository	<ol style="list-style-type: none"> 1) If you are already registered for NSDL IDeAS facility, please visit the e-Services website of NSDL. Open web browser by typing the following URL: https://eservices.nsdl.com either on a Personal Computer or on a mobile. Once the home page of e-Services is launched, click on the "Beneficial Owner" icon under "Login" which is available under 'IDeAS' section. A new screen will open. You will have to enter your User ID and Password. After successful authentication, you will be able to see e-Voting services. Click on "Access to e-Voting" under e-Voting services and you will be able to see e-Voting page. Click on company name or e-Voting service provider name and you will be re-directed to e-Voting service provider website for casting your vote during the remote e-Voting period. 2) If the user is 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 3) Visit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number 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 name and you will be redirected to e-Voting service provider website for casting your vote during the remote e-Voting period. 4) 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 name and you will be re-directed to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.
Individual Shareholders (holding securities in demat mode) login through their Depository Participants (DP)	You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. After Successful login, you will be able to see e-Voting option. Once you click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider name and you will be redirected to e-Voting service provider website for casting your vote during the remote e-Voting period.

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. CDSL and NSDL

Login type	Helpdesk details
Individual Shareholders holding securities in Demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at toll free no. 1800 21 09911
Individual Shareholders holding securities in Demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at : 022 - 4886 7000 and 022 - 2499 7000

Step 2 : Access through CDSL e-Voting system in case of shareholders holding shares in physical mode and non-individual shareholders in demat mode.

e. Login method for Remote e-Voting for **Physical shareholders and shareholders other than individual holding in Demat form.**

- 1) The shareholders should log on to the e-voting website www.evotingindia.com.
- 2) Click on "Shareholders" module.
- 3) Now enter your User ID
 - a. For CDSL: 16 digits beneficiary ID,
 - b. For NSDL: 8 Character DP ID followed by 8 Digits Client ID,
 - c. Shareholders holding shares in Physical Form should enter Folio Number registered with the Company.
- 4) Next enter the Image Verification as displayed and Click on Login.
- 5) If you are holding shares in demat form and had logged on to www.evotingindia.com and voted on an earlier e-voting of any company, then your existing password is to be used.
- 6) If you are a first-time user follow the steps given below:

	For Physical shareholders and other than individual shareholders holding shares in Demat.
PAN	Enter your 10 digit alpha-numeric *PAN issued by Income Tax Department (Applicable for both demat shareholders as well as physical shareholders) <ul style="list-style-type: none"> • Shareholders who have not updated their PAN with the Company/Depository Participant are requested to use the sequence number sent by Company/RTA or contact Company/RTA.

Dividend Bank Details OR Date of Birth (DOB)	Enter the Dividend Bank Details or Date of Birth (in dd/mm/yyyy format) as recorded in your demat account or in the company records in order to login. <ul style="list-style-type: none"> If both the details are not recorded with the depository or company, please enter the member id / folio number in the Dividend Bank details field.
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- f. After entering these details appropriately, click on “SUBMIT” tab.
- g. Shareholders holding shares in physical form will then directly reach the Company selection screen. However, shareholders holding shares in demat form will now reach ‘Password Creation’ menu wherein they are required to mandatorily enter their login password in the new password field. Kindly note that this password is to be also used by the demat holders for voting for resolutions of any other company on which they are eligible to vote, provided that company opts for e-voting through CDSL platform. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential.
- h. For shareholders holding shares in physical form, the details can be used only for e-voting on the resolutions contained in this Notice.
- i. Click on the EVSN (**250831001**) for the relevant <PAOS Industries Limited> on which you choose to vote.
- j. On the voting page, you will see “RESOLUTION DESCRIPTION” and against the same the option “YES/NO” for voting. Select the option YES or NO as desired. The option YES implies that you assent to the Resolution and option NO implies that you dissent to the Resolution.
- k. Click on the “RESOLUTIONS FILE LINK” if you wish to view the entire Resolution details.
- l. After selecting the resolution, you have decided to vote on, click on “SUBMIT”. A confirmation box will be displayed. If you wish to confirm your vote, click on “OK”, else to change your vote, click on “CANCEL” and accordingly modify your vote.
- m. Once you “CONFIRM” your vote on the resolution, you will not be allowed to modify your vote.
- n. You can also take a print of the votes cast by clicking on “Click here to print” option on the Voting page.
- o. If a demat account holder has forgotten the login password then Enter the User ID and the image verification code and click on Forgot Password & enter the details as prompted by the system.
- p. There is also an optional provision to upload BR/POA if any uploaded, which will be made available to scrutinizer for verification.
- q. Additional Facility for Non – Individual Shareholders and Custodians –For Remote Voting only.
 - Non-Individual shareholders (i.e. other than Individuals, HUF, NRI etc.) and Custodians are required to log on to www.evotingindia.com and register themselves in the “Corporates” module.
 - A scanned copy of the Registration Form bearing the stamp and sign of the entity should be emailed to helpdesk.evoting@cdslindia.com.
 - After receiving the login details a Compliance User should be created using the admin login and password. The Compliance User would be able to link the account(s) for which they wish to vote on.
 - The list of accounts linked in the login will be mapped automatically & can be delink in case of any wrong mapping.
 - It is Mandatory that, a scanned copy of the Board Resolution and Power of Attorney (POA) which they have issued in favour of the Custodian, if any, should be uploaded in PDF format in the system for the scrutinizer to verify the same.
 - Alternatively, Non Individual shareholders are required mandatory to send the relevant Board Resolution/ Authority letter etc. together with attested specimen signature of the duly authorized signatory who are authorized to vote, to the Scrutinizer and to the Company at the email address viz; paosindustriestd@gmail.com (designated email address by company), if they have voted from individual tab & not uploaded same in the CDSL e-voting system for the scrutinizer to verify the same.

PROCESS FOR THOSE SHAREHOLDERS WHOSE EMAIL/MOBILE NO. ARE NOT REGISTERED WITH THE COMPANY/DEPOSITORIES.

1. For Physical shareholders- please provide necessary details like 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 Company/RTA email id.
2. For Demat shareholders -, Please update your email id & mobile no. with your respective Depository Participant (DP)
3. For Individual Demat shareholders – Please update your email id & mobile no. with your respective Depository Participant (DP) which is mandatory while e-Voting & joining virtual meetings through Depository.

If you have any queries or issues regarding e-Voting from the CDSL e-Voting System, you can write an email to helpdesk.evoting@cdslindia.com or contact at toll free no. 1800 21 09911

All grievances connected with the facility for voting by electronic means may be addressed to Mr. Rakesh Dalvi, Sr. Manager, (CDSL) Central Depository Services (India) Limited, A Wing, 25th Floor, Marathon Futurex, Mafatlal Mill Compounds, N M Joshi Marg, Lower Parel (East), Mumbai - 400013 or send an email to helpdesk.evoting@cdslindia.com or call at toll free no. 1800 21 09911.

- (xxiii) In addition to the remote e-voting facility as described above, the Company shall make a voting facility available at the venue of the AGM through Poll. However, members who have voted through remote e-voting will be eligible to attend the AGM, but shall not be entitled to cast their vote again.
- (xxiv) M/s. P. C. Goyal & Co. appointed as Statutory Auditors of the Company.

In view of the above and provisions of Regulation 36(5) of the SEBI Listing Regulations, the Members are requested to note that the Board of Directors at their meeting held on 30th August, 2025 has recommended the appointment of M/s P. C. Goyal & Co., Chartered Accountants, (Firm Registration No. 002368N, a peer reviewed firm bearing No. 016851) to the Members of the Company to be appointed as the Statutory Auditor. They have confirmed their eligibility and willingness to conduct the Statutory Audit of the Company for a term of 5 (Five) consecutive years based on the recommendation of the Audit Committee and Board of Directors.

The Board of Directors recommends the appointment of M/s P. C. Goyal & Co., Chartered Accountants, for the term of 5 (Five) consecutive years effective from FY 2025-26 i.e., from the conclusion of the 35th Annual General Meeting till the conclusion of 40th Annual General Meeting of the Company to be held in the year 2030 to hold the office from the FY 2025-26 to FY 2029-2030.

- (xxv) **Information pursuant to Regulation 36(3) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 regarding the Directors seeking appointment/re-appointment in the AGM. (Annexure to Item No. 2 and 5)**

Name of the Director	Smt. Rama Bansal	Smt. Komal Bhalla
Category	Non-Executive Director	Non-Executive Independent Director
Date of Birth	21.04.1959	18.09.1992
Age	66 years	33 years
Date of Appointment	09.08.2018	07.08.2025
Term and conditions of appointment or re-appointment	Re-appointment due to retires by rotation. No remuneration is being proposed/ sought to be paid on re-appointment.	Appointed as Additional Independent Director recommended by Nomination and Remuneration Committee by the board in its meeting held on 07 th August, 2025 subject to the approval of members in general meeting.
DIN	08156375	09106916
Qualification	Graduate	Professional

Experience	Smt. Rama Bansal, earlier a house-maker, joined the business in year 2018. She is participating in the management of affairs of company along with his husband Sh. Sanjeev Bansal who is Managing Director of the Company. She is Non-Executive Promoter Director.	Working Professional She has experience of more than 9 years in management and other administrative work.
No. of Shares Held in the Company as on 31-03-2025.	743750 Equity Shares of Rs.10/- each	NIL
Chairman/Membership of Board Committees of listed companies (including this company) as on 31.03.2025.	1	3
Directorship held in listed companies (including this company) as on 31.03.2025	1	3
Directorship held in other public company	NIL	NIL
Directorship held in other private company	NIL	1
Remuneration last Drawn (including sitting fees, if any)	NIL	Sitting Fee as per approved by board of directors time to time.
Relationship with other Directors/KMPs	Sh. Sanjeev Bansal, Managing Director is husband of Smt. Rama Bansal. No Relationship with KMPs	NIL
Number of Board Meetings attended during the year	7	NIL

Information pursuant to Regulation 36(3) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 regarding the Directors seeking appointment/re-appointment in the AGM. (Annexure to Item No. 6,7 and 8)

Name of the Director	Sh. Sanchit Arora	Sh. Sagar Borase
Category	Non-Executive Independent Director	Non-Executive Director, change in designation as Executive Director (Whole Time Director)
Date of Birth	04.08.1992	03.05.1990
Age	33 years	35 years
Date of Appointment	30.08.2025	07.08.2025 as Non-executive Director and 30.08.2025 as Executive Director (Whole Time Director)
Term and conditions of appointment or re-appointment	Appointed as Additional Independent Director as recommended by Nomination and Remuneration Committee by the board in its meeting held on 30 th August, 2025 subject to the approval of members in general meeting.	appointed as an Additional Non-Executive Director of the Company by the Board of Directors in its meeting held on 07 th August, 2025, based on the recommendation of the Nomination and Remuneration Committee. Further, he was appointed as an Additional Executive Director (Whole-time Director) of the Company by the Board in its meeting held on 30 th August, 2025, subject to the

		approval of the members at the ensuing General Meeting.
DIN	11257440	11220136
Qualification	Professional	Service
Experience	Working Professional Sh. Sanchit Arora has experience of more than 9 years in management and compliance work. He has valuable knowledge of The Companies Act and other applicable laws to company.	Sh. Sagar Borase B.E. in Mechanical Engineering with over 13 years of experience in Manufacturing Operations, Quality Management, and TPM/WCM implementation across leading MNCs, including Hindustan Unilever Ltd and Hindustan Coca-Cola Beverages Pvt Ltd. Proven track record in Factory Management, Industrial Relations (IR) Handling, Total Productive Maintenance (TPM), World Class Manufacturing (WCM), Quality Assurance, Good Manufacturing Practices (GMP), and Environment, Health & Safety (EHS) compliance. Currently seeking to leverage my leadership in high-volume FMCG manufacturing to drive operational excellence, productivity, and innovation in a senior plant management role
No. of Shares Held in the Company as on 31-03-2025	NIL	NIL
Chairman/Membership of Board Committees of listed companies (including this company) as on 31.03.2025.	1	1
Directorship held in listed companies (including this company) as on 31.03.2025	1	1
Directorship held in other public company	NIL	NIL
Directorship held in other public company	NIL	NIL
Remuneration last Drawn (including sitting fees, if any)	NIL	NIL
Relationship with other Directors/KMPs	NIL	NIL
Number of Board Meetings attended during the year	NIL	NIL

Explanatory Statements pursuant to Section 102 of the Companies Act, 2013 relating to the Special Businesses set out in the accompanying Notice;

ITEM NO.4: To appoint M/s. Rajeev Bhambri & Associates, Company Secretaries a Peer Reviewed Firm in Practice, as the Secretarial Auditors of the Company, to hold office for the term of 5 (Five) consecutive years effective from FY 2025-26 to FY 2029-30.

In Terms of recent amendment in Regulation 24A of SEBI Listing Regulations, the Company is required to appoint a Secretarial Auditor for a term of 5 (five) consecutive years with the approval of its shareholders in the AGM. Taking into accounts eligibility, qualification, independence, experience, competency of the audit team, efficiency in conduct of

audit, etc., the Board of Directors of the Company has, based on the recommendation of the Audit Committee, appointed M/s. Rajeev Bhambri & Associates, a peer reviewed firm as the Secretarial Auditor of the Company for a term of five years from the financial year 2025-26 upto the financial year 2029-30.

The Company has received consent cum eligibility certificate from M/s. Rajeev Bhambri & Associates, confirming that the appointment, if made, would be within the limits prescribed by Institute of Company Secretaries of India (ICSI) for maximum number of Secretarial Audits and that they are not disqualified to be appointed as the Secretarial Auditor in terms of the provisions of Regulation 24A of SEBI Listing Regulations. M/s. Rajeev Bhambri & Associates has also provided confirmation that they have subjected themselves to the peer review process of the ICSI and hold a valid certificate issued by the 'Peer Review Board' of the ICSI.

Besides the above audit service, the Company would also avail other services from the auditor as may be approved by the Board from time to time. The following are the details as required under Regulation 36(5) of the SEBI Listing Regulations.

A. Proposed fees payable to the Secretarial Auditors is to be decided by Managing Director time to time exclusive of applicable taxes and reimbursement of out-of-pocket expense on actual basis but excluding other services. Annual increment for subsequent years may be considered by the Board in consultation with the Secretarial Auditor.

B. Term: Five years from FY 2025-26 to FY 2029-30.

C. In case of a new auditor, any material changes in the fee payable to such auditor from that paid to the outgoing auditor along with the rationale for such change: Not applicable

D. Basis of recommendation for appointment: Board is of opinion that M/s. Rajeev Bhambri & Associates a Practicing Company Secretaries Firm is holding professional knowledge and experience in the area of compliance, corporate governance, accounts, finance, audit and the competence of their audit team and they also associated with the company from past several years. The firm has demonstrated efficiency in conducting audits and careful review of documentation. Based on these factors and the Audit Committee's recommendation, the Board recommend their appointment.

The documents related to the said resolution are available for inspection electronically until the last date of remote e-voting at the request of the members.

The Board recommends passing of the resolution as an Ordinary Resolution as per item No. 4 of the accompanying notice for approval of the members of the Company.

None of the Directors or Key Managerial Personnel of the Company or their relatives are, concerned or interested financially or otherwise in the said resolution as per item no. 4 of the Notice.

ITEM NO. 5: Appointment of Smt. Komal Bhalla (DIN 09106916) as a Non- Executive Independent Director of the Company.

The Board of Directors of the Company on the recommendation of Nomination and Remuneration committee at its meeting had approved and appointed Smt. Komal Bhalla as an Independent Director of the Company in accordance with the provision of section 149 of the Companies Act, 2013. The Board of Director of the Company has verified that Smt. Komal Bhalla is not debarred from holding the office of director pursuant to any SEBI order.

Smt. Komal Bhalla has given her consent to act as an Independent Director along with declaration in Form DIR-8 that he is not disqualified from being appointed as an Independent Director under section 164 of the Companies Act, 2013.

Brief Profile of Director

Smt. Komal Bhalla is a working professional and has experience of more than 9 years. She has experience in management and other administrative work. She also has valuable knowledge about The Companies Act, SEBI Regulations and other laws applicable to the company.

Keeping in view this, the Board considered that her association would be of immense benefit to the Company, and it is desirable to avail services of Smt. Komal Bhalla as a Non- Executive Independent Director. Accordingly, the Board

recommends a resolution in relation to the appointment of Smt. Komal Bhalla as a Non- Executive Independent Director, for approval by the shareholders of the Company.

Copy of the draft letter for appointment of Smt. Komal Bhalla as a Non- Executive Independent Director setting out the terms and conditions is available for inspection by members at the Registered Office of the Company.

None of the Directors, Key Managerial Personnel of the Company or their relatives, is in any way concerned or interested, financially or otherwise, in the resolution set out at Item No. 5 of the Notice.

This Explanatory Statement may also be regarded as a disclosure under Regulation 17 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Your directors recommend the Special Resolution for your approval.

ITEM NO. 6: Appointment of Sh. Sanchit Arora (DIN 11257440) as a Non- Executive Independent Director of the Company.

The Board of Directors of the Company on the recommendation of Nomination and Remuneration committee at its meeting had approved and appointed Sh. Sanchit Arora as an Independent Director of the Company in accordance with the provision of section 149 of the Companies Act, 2013. The Board of Director of the Company has verified that Sh. Sanchit Arora is not debarred from holding the office of director pursuant to any SEBI order.

Sh. Sanchit Arora has given his consent to act as an Independent Director along with declaration in Form DIR-8 that he is not disqualified from being appointed as an Independent Director under section 164 of the Companies Act, 2013.

Brief Profile of Director

Sh. Sanchit Arora is a working professional and has experience of more than 9 years. He has experience in management and other administrative work. He also has valuable knowledge about The Companies Act, SEBI Regulations and other laws applicable to the company.

Keeping in view this, the Board considered that his association would be of immense benefit to the Company, and it is desirable to avail services of Sh. Sanchit Arora as a Non- Executive Independent Director. Accordingly, the Board recommends a resolution in relation to the appointment of Sh. Sanchit Arora as a Non- Executive Independent Director, for approval by the shareholders of the Company.

Copy of the draft letter for appointment of Sh. Sanchit Arora as a Non- Executive Independent Director setting out the terms and conditions is available for inspection by members at the Registered Office of the Company.

None of the Directors, Key Managerial Personnel of the Company or their relatives, is in any way concerned or interested, financially or otherwise, in the resolution set out at Item No. 6 of the Notice.

This Explanatory Statement may also be regarded as a disclosure under Regulation 17 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Your directors recommend the Special Resolution for your approval.

ITEM NO. 7: Appointment of Sh. Sagar Borase (DIN 11220136) as a Non-Executive Director.

Based on the recommendation of Nomination and Remuneration Committee, the Board of Directors of the Company ('Board') at its meeting held on 07th August, 2025 appointed Sh. Sagar Borase (DIN: 11220136) as an Additional Director of the company.

Pursuant to Section 161(1) of the Companies Act, 2013 ('Act') and Articles of Association of the Company, Sh. Sagar Borase shall hold office only up to the date of this Annual General Meeting ('AGM') and is eligible to be appointed as Director. Sh. Sagar Borase has also confirmed that he is not debarred from holding the office of a Director by virtue of any Order passed by the Securities and Exchange Board of India or any other such authority. Sh. Sagar Borase has been handling the production of the Company. He has been instrumental in taking Company's production capacity to new level and maintain the quality of products.

The Board therefore, recommends the resolution set out at Item No. 7 of the accompanying Notice for approval of Members of the Company as an Ordinary Resolution. Sh. Sagar Borase is interested in the resolution set out at Item No. 7 of the accompanying Notice as it pertains to his own appointment as a Director.

Sh. Sagar Borase is having over 13 years of rich experience in the field of Manufacturing Operations, Quality Management, and TPM/WCM. The Board is of the view that the Company would immensely benefit from his knowledge, guidance, and valuable experience.

The relatives of Sh. Sagar Borase may be interested in the said resolution, to the extent of their respective shareholding, if any, in the Company. None of the Directors, Key Managerial Personnels of the Company and their relatives are, in any way, concerned or interested, financially or otherwise in the said resolution set out at Item No. 7 of the accompanying Notice.

The Board recommends the resolution set out at Item No. 7 of the Notice for approval of the members by way of an Ordinary Resolution.

ITEM NO. 8: Appointment of Sh. Sagar Borase (DIN: 11220136) as Whole-time Director with effect from 01st September, 2025 to 31st August, 2030.

Based on the recommendation of Nomination and Remuneration Committee duly approved by the resolution passed at its meeting, the Board of Directors has appointed Sh. Sagar Borase as Whole time Director of the Company for a period of 5 (five) years w.e.f. 01st September, 2025, subject to approval of the members in General Meeting upon terms and conditions set out in the draft agreement to be entered into by the Company with him as approved by the Board of Directors. Sh. Sagar Borase has invaluable contributions in production in the company. It would be therefore in the interest of the Company to appoint Sh. Sagar Borase as Whole time Director of the Company.

The material terms and conditions of the said draft Agreement are as under:

1. Period of Agreement: 01st September, 2025 to 31st August, 2030.

2. Remuneration:

a) Basic Salary: Basic Salary of 80,500/- per month with a power to the Board to give one or more annual increment.

b) Perquisites/Allowances: In addition to salary, Whole time Director shall be entitled to the following perquisites/allowances:

House rent allowance, conveyance allowance, bonus, and medical insurance premium, personal accident insurance, assignment of key man and other insurance policies obtained by the Company and such other perquisites and special allowances as may be determined by the Board from time to time.

c) Whole time Director shall also be entitled to the following perquisites which shall not be included in the computation of the ceiling on remuneration specified herein:

i) contribution to the Provident Fund, Contribution to Gratuity Fund as per the rules of the Company.

ii) Gratuity payable at the rate not exceeding half a month's salary for every completed year of service.

iii) Encashment of leave as per rules of the Company.

d) Perquisites and allowances together with the salary payable as aforesaid shall be restricted to and subject to the applicable overall maximum ceiling set out in Section 197 read with Schedule V of the Companies Act, 2013 or any amendments or modifications that may be made thereto by the Central Government in that behalf from time to time.

3. Where in any financial year during his tenure as Whole time Director, if the Company has no profit or its profits are inadequate, the Company will pay remuneration by way of salary and perquisites/allowances as aforesaid.

4. Whole time Director shall be entitled to annual leave for a period of Fifteen days.

5. Whole time Director shall be entitled to:

a) the reimbursement of entertainment expenses actually incurred by him in the course of legitimate business of the Company in accordance with the rules and regulations of the Company in force from time to time or as may be approved by the Board of Directors; and

b) the reimbursement of travelling, hotel and other expenses incurred by him in India and abroad exclusively for the business of the Company in accordance with the rules and regulations of the Company in force from time to time or as may be approved by the Board of Directors.

6. No sitting fees shall be payable to him for attending the meeting of the Board of Directors or Committee thereof.

7. Notwithstanding anything to the contrary contained in the Agreement, either party shall be entitled to terminate the Agreement, at any time by giving to the other party 60 days' notice in writing in that behalf without the necessity of showing any cause and on expiry of the period of such notice, this Agreement shall stand terminated and Whole time Director shall cease to be the Whole time Director of the Company. The said notice period of 60 days may be waived mutually.

8. The terms and conditions of the said appointment herein and/ or agreement may be altered and varied by the Board of Directors from time to time at its discretion as it may deem fit so as not to exceed the limits specified in the Schedule V to the Companies Act, 2013, or any other amendments made hereafter in that regard.

9. The other terms and conditions of the agreement are such as are customarily contained in agreement of similar nature.

10. The said appointment/agreement including the remuneration payable to him, is subject to the approval of the members and all such sanctions as may be necessary and shall be given effect to as per the modification, if any, made/approved.

11. The draft Agreement to be entered into between the Company and Sh. Sagar Borase is open for inspection at the Registered Office of the Company on any working days (excluding Saturdays) between 11.00 a.m. and 1.00 p.m. up to the date of Annual General Meeting.

Your Directors recommend the resolution at Item No. 9 of the Notice for your approval.

Details of Sh. Sagar Borase are provided in the notes to the Notice. The relatives of Sh. Sagar Borase may be deemed to be interested in the said resolution at Item No. 9 of the Notice to the extent of their shareholding, if any, in the Company.

Sh. Sagar Borase is interested in the said resolution as it pertains to his own appointment.

None of the Directors, Key Managerial Personnels of the Company and their relatives are, in any way, concerned or interested, financially, or otherwise, in the said resolution.

**By Order of Board
For PAOS Industries Limited**

**Sd/-
(Sanjeev Bansal)
Managing Director
DIN- 00057485**

**662/2, Premjit Road, Gurdev
Nagar, Ludhiana-141001**

**Date: 30-08-2025
Place: Ludhiana**

WE WOULD LIKE TO DRAW SHAREHOLDER'S KIND ATTENTION TO THE FOLLOWING URGENT MATTERS, WHICH REQUIRE THEIR IMMEDIATE ACTION

PROCEDURE FOR THOSE SHAREHOLDERS, WHOSE EMAIL ADDRESSES AND/OR BANK DETAILS/MANDATE ARE NOT REGISTERED WITH THE COMPANY/DEPOSITORIES.

We urge members to support the Green Initiative of the Government of India (GOI) by choosing to receive the communication from the Company through email. So, in case you wish to register/update your address, Email id or Bank Mandate* etc, you can do the same:

Physical holding: Please send a duly signed request letter by the shareholder(s), to the Registrar & Share Transfer Agent of the Company, MUFG Intime India Private Limited (Formerly Link Intime India Private Limited). (Unit: PAOS Industries Limited), Noble Heights, 1st Floor, Plot No-2, C-1 Block LSC, Near Savitri Market, Janakpuri, New Delhi -110058, providing Folio No, Name of the shareholder and self- attested copy of PAN & AADHAR card, for registering the e-mail address. Following additional details & documents need to be provided for updating Bank Account details*:

- a) Name and branch of the Bank in which you wish to receive the dividend*.
- b) Bank account type.
- c) Bank account number allotted by your Bank, after implementation of Core Banking solutions.
- d) Nine Digit MICR Code Number.
- e) Eleven digit IFSC Code and
- f) A scanned copy of cancelled cheque bearing the name of the first shareholder (if name is not printed, bank attested copy of the first page of pass book showing name of account holder)

Demat holding: Please contact your Depository Participant (DP) and register your e-mail address and/ or Bank account details*, in your demat account, as per the process advised by your DP.

DEMATERIALISATION OF SHARES

The SEBI vide its circular no. SEBI/LAD-NRO/GN/2018/24 dated June 8, 2018 has mandated that w.e.f. April 1, 2019 except in case of transmission or transposition of securities, requests for effecting transfer of securities shall not be processed unless the securities are held in the dematerialized form with a depository. In light of same shareholders are requested to kindly convert their physical shares in Demat form to avoid hassle in transfer of shares.

CONSOLIDATION OF MULTIPLE FOLIOS

The members holding more than one share in the same name or joint names in the same order but under different ledger folios are requested to apply for consolidation of such folios into a single folio and accordingly send a request letter duly signed by the shareholder and the relevant share certificates alongwith the self-attested copy of PAN card and Aadhar card to the Registrars and Share Transfer Agent (RTA) of the Company, to enable them to consolidate all such multiple folios into one single folio.

PERMANENT ACCOUNT NUMBER (PAN)

The SEBI has mandated submission of Permanent Account Number [PAN] by every participant in the Securities Market. Members holding shares in electronic form are therefore requested to submit their PAN to their depository participants. Members holding shares in physical form are required to submit their PAN details to RTA.