



TSLPL/SE/2021-22/65

October 6, 2021

**The Secretary, Listing Department
BSE Limited**
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001

**The Manager, Listing Department
National Stock Exchange of India Ltd**
“Exchange Plaza”, 5th Floor, Plot No. C/1,
G Block, Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051

Scrip Code: 513010

Symbol: TATASTLLP

Dear Madam, Sir,

Sub: Notice of Postal Ballot

Pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**Listing Regulations**”), we enclose a copy of the Postal Ballot Notice dated September 29, 2021 along with Statement pursuant to Section 102 of the Companies Act, 2013 (“**Postal Ballot Notice**” / “**Notice**”) seeking approval of the Members of the Company for revision in terms of remuneration of Mr. Ashish Anupam (DIN: 08384201), Managing Director of the Company. The Notice is also available on the website of the Company at www.tatasteellp.com.

On account of threat posed by the COVID-19 pandemic and in terms of General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020 and 10/2021 dated June 23, 2021, issued by the Ministry of Corporate Affairs, Government of India (“**MCA Circulars**”) and pursuant to other applicable laws and regulations, the Company is sending this Notice in electronic form only. Accordingly, physical copy of the Notice along with Postal Ballot Form and pre-paid business reply envelope is not being sent to the Members for this Postal Ballot.

The Notice is being sent electronically only to those Members, whose names appear in the Register of Members/List of Beneficial Owners as received from the National Securities Depository Limited and Central Depository Services Limited (collectively referred to as “**Depositories**”) as on **Friday, October 1, 2021 (“Cut-off Date”)** (“**Eligible Members**”) and who have already registered their e-mail addresses with the Company/TSR Darashaw Consultants Private Limited, the Company's Registrar and Share Transfer Agents (“**RTA**”)/Depositories/Depository Participants or who will register their e-mail addresses with the RTA, on or before 5:00 p.m. (IST) on Saturday, October 30, 2021 in accordance with the procedure specified in the Notice. The voting

TATASTEEL LONG PRODUCTS LIMITED
(Formerly Tata Sponge Iron Limited)

PO Joda Dist Keonjhar Odisha 758 034 India
Tel 91 6767 278178 Fax 278129 Email info@tatasteellp.com
CIN L27102OR1982PLC001091



rights of Members shall be in proportion to their share of the paid-up equity share capital of the Company as on the Cut-off Date i.e., Friday, October 1, 2021.

To facilitate Members to receive this Notice electronically, the Company has made special arrangements with its RTA for registration of e-mail addresses in terms of the MCA Circulars. Eligible Members who have not registered their e-mail addresses with the RTA, are required to provide the same to the RTA, on or before 5:00 p.m. (IST) on Saturday, October 30, 2021, pursuant to which, any Member, may receive on the e-mail address provided by the Member, this Notice and the procedure for remote e-voting along with the login ID and password for remote e-voting.

The process for one-time registration of e-mail address is as under:

I. For Members who hold shares in electronic form:

- a) Visit the link: https://tcpl.linkintime.co.in/EmailReg/email_register.html
- b) Select the name of the Company from dropdown.
- c) Enter details in respective fields such as DP ID and Client ID, Name of the Shareholder, PAN details, mobile number and e-mail ID.
- d) System will send OTP on mobile number and e-mail ID.
- e) Enter OTP received on mobile number and e-mail ID and submit.

II. For Members who hold shares in physical form:

- a) Visit the link: https://tcpl.linkintime.co.in/EmailReg/email_register.html
- b) Select the name of the Company from dropdown.
- c) Enter details in respective fields such as Folio no. and Certificate no., Name of the Shareholder, PAN details, mobile number and e-mail ID.
- d) System will send OTP on mobile number and e-mail ID.
- e) Enter OTP received on mobile number and e-mail ID and submit.

After successful submission of the e-mail address, NSDL will e-mail a copy of this Notice along with the remote e-voting user ID and password, to the Member. In case of any queries, Members may write to csg-unit@tpclindia.co.in or evoting@nsdl.co.in

For permanent registration of e-mail addresses, Members are requested to register their e-mail addresses, in respect of electronic holdings with their concerned Depository Participants and in respect of physical holdings with the Company's RTA, TSR Darashaw Consultants Private Limited having its office at C-101, 1st Floor, 247 Park, Lal Bahadur Shastri Marg, Vikhroli (West), Mumbai – 400 083, E-mail Id: csg-unit@tcplindia.co.in.

Those Members who have already registered their e-mail addresses are requested to keep their e-mail addresses validated/updated with their Depository Participants / the Company's RTA, TSR Darashaw Consultants Private Limited (Address: C-101, 1st Floor,

TATASTEEL LONG PRODUCTS LIMITED
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PO Joda Dist Keonjhar Odisha 758 034 India
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CIN L27102OR1982PLC001091



247 Park, Lal Bahadur Shastri Marg, Vikhroli (West), Mumbai – 400 083) E-mail Id: csg-unit@tcplindia.co.in to enable serving of notices / documents / Annual Reports electronically to their e-mail addresses.

The voting process shall commence on Friday, October 8, 2021 at 9:00 a.m. (IST) and shall end on Saturday, November 6, 2021 at 5:00 p.m. (IST). Eligible Members are requested to record their assent (FOR) or dissent (AGAINST) through the remote e-voting process not later than 5:00 p.m. (IST) on Saturday, November 6, 2021. Remote e-voting will be disabled by NSDL immediately thereafter and the Members will not be allowed to vote beyond the said date and time. During this period, Members of the Company holding shares either in physical or electronic form, as on the Cut-Off Date, i.e. **Friday, October 1, 2021**, shall be able to cast their vote electronically.

The results of the voting conducted through Postal Ballot along with the Scrutinizer's Report will be announced on or before **Monday, November 8, 2021**. The results along with the Scrutinizers Report will be available on the website of the Company at www.tatasteellp.com, the website of NSDL at www.evoting.nsdl.com and also shall be communicated to BSE Limited and National Stock Exchange of India Limited, where the Company's equity shares are listed and be made available on their respective websites viz. www.bseindia.com and www.nseindia.com.

This is for your information and records.

Thanking you,

Yours faithfully,

For **Tata Steel Long Products Limited**
(Formerly Tata Sponge Iron Limited)

Sankar Bhattacharya
Company Secretary and Compliance Officer

Encl. As above

TATA STEEL LONG PRODUCTS LIMITED
(Formerly Tata Sponge Iron Limited)

PO Joda Dist Keonjhar Odisha 758 034 India
Tel 91 6767 278178 Fax 278129 Email info@tatasteellp.com
CIN L27102OR1982PLC001091



TATA STEEL LONG PRODUCTS LIMITED

(FORMERLY TATA SPONGE IRON LIMITED)

Corporate Identification Number: L27102OR1982PLC001091

Registered Office: P. O. - Joda, Keonjhar, Odisha 758 034 IN

Tel No: (06767) 278122, Fax No : (06767) 278159

E-mail : investorcell@tatasteellp.com

Website : www.tatasteellp.com

NOTICE OF POSTAL BALLOT

[Pursuant to Section 110 of the Companies Act, 2013 read with the Companies (Management and Administration) Rules, 2014 each as amended and applicable Circulars issued by the Ministry of Corporate Affairs, Government of India, from time to time.]

Voting Starts on	Voting ends on
Friday, October 8, 2021 at 9.00 a.m. (IST)	Saturday, November 6, 2021 at 5.00 p.m. (IST)

Dear Members,

NOTICE is hereby given pursuant to Section 110 read with Section 108 and other applicable provisions, if any, of the Companies Act, 2013, **(‘Act’)** read with Rule 22 of the Companies (Management and Administration) Rules, 2014, (including any statutory modification or re-enactment thereof for the time being in force) **(‘Rules’)**, Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 **(‘Listing Regulations’)**, Secretarial Standard on General Meetings issued by The Institute of Company Secretaries of India **(‘SS-2’)**, each as amended, and in accordance with the guidelines prescribed by the Ministry of Corporate Affairs **(‘MCA’)** for holding general meetings / conducting postal ballot process through e-voting vide General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020, 22/2020 dated June 15, 2020, 33/2020 dated September 28, 2020, 39/2020 dated December 31, 2020 and 10/2021 dated June 23, 2021, in view of the COVID-19 pandemic (collectively the **‘MCA Circulars’**), to transact the special business as set out hereunder by passing Special Resolution by way of postal ballot only through voting by electronic means (remote e-voting).

Pursuant to Section 102 and Section 110 and other applicable provisions of the Act, the statement pertaining to the said Resolution setting out the material facts thereof is annexed to this Postal Ballot Notice for your consideration and forms part of this Postal Ballot Notice **(‘Notice’)**.

On account of the threat posed by the COVID-19 pandemic and in terms of the requirements specified in the MCA Circulars, the Company is sending this Notice in electronic form only to those Members whose email addresses are registered with the Company/ Depositories. Accordingly, physical copy of the Notice along with Postal Ballot Form and pre-paid business reply envelope is not being sent to the Members for this Postal Ballot. The communication of the assent or dissent of the Members would only take place through the remote e-voting system.

In compliance with Regulation 44 of the Listing Regulations and pursuant to the provisions of Section 108 and Section 110 of the Act read with the Rules, the MCA Circulars and SS-2, the Company is providing remote e-voting facility to its Members, to enable them to cast their votes electronically instead of submitting the Postal Ballot Form physically. The Company has engaged the services of National Securities Depository Limited **(‘NSDL’)** for the purpose of providing remote e-voting facility to its Members. The instructions for remote e-voting are appended to this Notice. The Notice is also available on the website of the Company at www.tatasteellp.com.

Members desirous of exercising their votes through the remote e-voting process are requested to carefully read the instructions indicated in this Notice and record their assent (FOR) or dissent (AGAINST) by following the procedure as stated in the Notes forming part of the Notice for casting of votes by remote e-voting not later than **5.00 p.m. (IST) on Saturday, November 6, 2021**. The remote e-voting facility will be disabled by NSDL immediately thereafter.

The Board of Directors has appointed Mr. P. V. Subramanian (Membership No. ACS 4585, CP No. 2077) Practicing Company Secretary, as the Scrutinizer, to scrutinize the postal ballot process in a fair and transparent manner.

Upon completion of the scrutiny of the votes cast, the Scrutinizer will submit his report to the Chairman of the Company or to any other person authorized by him on or before **Monday, November 8, 2021**. The results of the voting conducted by Postal Ballot along with the Scrutinizer's Report will be made available on the website of the Company at www.tatasteellp.com and on the website of NSDL at www.evoting.nsdl.com and intimated to BSE Limited ('BSE') and the National Stock Exchange of the India Limited ('NSE') (collectively 'Stock Exchanges'), where the equity shares of the Company are listed, on or before **Monday, November 8, 2021**. Additionally, the results will also be published in newspapers and placed on the notice board at the Registered Office of the Company.

The Resolution, if passed with the requisite majority through Postal Ballot, shall be deemed to have been passed, on the last date specified for voting i.e. **Saturday, November 6, 2021**.

SPECIAL BUSINESS:**Revision in terms of remuneration of Mr. Ashish Anupam (DIN: 08384201), Managing Director of the Company:**

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

"RESOLVED THAT in partial modification of the resolution passed by the Members at the 37th Annual General Meeting (the **"AGM"**) of the Company held on September 14, 2020 for appointment of Mr. Ashish Anupam as the Managing Director of the Company including the terms of remuneration payable to him, and pursuant to the recommendation(s) of the Nomination and Remuneration Committee (the **"NRC"**) and as approved by the Board of Directors [hereinafter referred to as the **"Board"** (which term shall be deemed to include any Committee of the Board constituted to exercise its powers, including the powers conferred by this Resolution)] and pursuant to the provisions of Sections 197, 198, 203 and other applicable provisions, if any, along with Schedule V to the Companies Act, 2013 (the **"Act"**) and the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, (including any statutory modification(s), amendment(s) or re-enactment(s) thereof, for the time being in force) and Article 112 of the Articles of Association of the Company and such other approvals, permissions, and sanctions of such other authorities, as may be required in this regard, the consent of the Members of the Company be and is hereby accorded for revision in the terms of remuneration of Mr. Ashish Anupam (DIN-08384201), Managing Director, effective Thursday, July 1, 2021 until the remaining period of his current tenure, as detailed in the Statement annexed to the Notice, including remuneration to be paid in the event of loss or inadequacy of profits in any financial year, during his current tenure within the overall limits of Section 197 read with Schedule V to the Act, with liberty to the Board to alter and vary terms and conditions of the said appointment and terms of remuneration, as it may deem fit, and in such manner, as may be agreed to between the Board and Mr. Ashish Anupam.

RESOLVED FURTHER THAT the Board be and is hereby authorised to fix the remuneration of Mr. Ashish Anupam, within the salary scale approved, increasing thereby, proportionately, all benefits related to the quantum of salary, subject to the maximum limit permissible under the Act and / or Rules made thereunder.

RESOLVED FURTHER THAT when in any financial year, if the Company has no profits or its profits are inadequate, the remuneration including the perquisites payable to Mr. Ashish Anupam will be in accordance with Schedule V and applicable provisions of the Act.

RESOLVED FURTHER THAT the Board be and is also hereby authorized to do all such other acts, deeds, matters and things, as in its absolute discretion, it may think necessary, expedient or desirable, to settle any question or doubt, that may arise in relation thereto, in order to give effect to the foregoing resolution and to suitably revise the agreement that has already been executed between the company and Mr. Ashish Anupam."

NOTES:

1. The relevant Statement pursuant to the provisions of Section 102 of the Companies Act, 2013 ('Act') read with Rule 22 of the Companies (Management and Administration) Rules, 2014 ('Rules'), each as amended, setting out the material facts relating to the aforesaid Resolution and the reasons therefor is annexed hereto and forms part of this Postal Ballot Notice ('Notice').
2. On account of the threat posed by COVID-19 and in terms of the guidelines provided vide the MCA Circulars, the Company is sending this Notice in electronic form only to those Members, whose names appear in the Register of Members/List of Beneficial Owners as received from the Depositories/ TSR Darashaw Consultants Pvt. Ltd., the Company's Registrar and Transfer Agent ('RTA') as on **Friday, October 01, 2021 ('Cut-Off Date')** and whose e-mail addresses are registered with the Company/ RTA/Depositories/Depository Participants (in case of electronic shareholding) or who will register their e-mail address in accordance with the process outlined in this Notice. The voting rights of the Members shall be in proportion to their share of the paid-up equity share capital of the Company as on the Cut-Off Date i.e. Friday, October 01, 2021.

3. Only those Members whose names are appearing in the Register of Members / List of Beneficial Owners as on the Cut-Off Date shall be eligible to cast their votes through postal ballot. A person who is not a Member on the Cut-Off Date should treat this Notice for information purposes only.

It is also clarified that all Members of the Company as on the Cut-Off Date (including those Members who may not have received this Notice due to non-registration of their e-mail addresses with the Company/ RTA/ Depositories) shall be entitled to vote in relation to the aforementioned Resolution in accordance with the process specified in this Notice.

4. In compliance with the provisions of Section 108 and Section 110 of the Act read with Rules 20 and 22 of the Rules, Regulation 44 of the Listing Regulations, SS-2 and the MCA Circulars, the Company is pleased to provide remote e-voting facility to its Members, to enable them to cast their votes electronically. The detailed procedure with respect to remote e-voting is mentioned in Note No. 16 of this Notice.
5. The remote e-voting shall commence on **Friday, October 8, 2021 at 9.00 a.m. (IST)** and shall end on **Saturday, November 6, 2021 at 5.00 p.m. (IST)**. During this period, the Members of the Company holding shares in physical or electronic form as on the Cut-Off Date may cast their votes electronically. The remote e-voting module shall be disabled by NSDL for voting immediately thereafter.
6. The Board of Directors has appointed Mr. P. V. Subramanian (Membership No. ACS 4585, CP No. 2077) Practicing Company Secretary, as the Scrutinizer, to scrutinize the postal ballot voting process in a fair and transparent manner.
7. The Scrutinizer will submit his report to the Chairman or any other person authorised by him, after scrutiny of the votes cast, on the result of the Postal Ballot on or before **Monday, November 8, 2021**. The Scrutinizer's decision on the validity of votes cast will be final.
8. The Results declared along with the Scrutinizer's Report shall be placed on the Company's website www.tatasteellp.com and on the website of NSDL www.evoting.nsdl.com immediately after the result is declared by the Chairman or any other person authorized by the Board, and the same shall be communicated to the Stock Exchanges, where the equity shares of the Company are listed. The results shall also be displayed on the notice board at the Registered Office of the Company.
9. The Resolution, if passed by the requisite majority through Postal Ballot, will be deemed to have been passed on the last date specified for voting i.e. **November 6, 2021**.
10. Members may download the Notice from the Company's website at <https://www.tatasteellp.com> or from NSDL's website at www.evoting.nsdl.com. A copy of the Notice is also available on the website of BSE at www.bseindia.com and NSE at www.nseindia.com.
11. The vote in this Postal Ballot cannot be exercised through proxy.
12. Members desirous of inspecting the documents referred to in the Notice or Statement may send their requests to investorcell@tatasteellp.com from their registered e-mail addresses mentioning their names, folio numbers, DP ID and Client ID. Inspection of such documents is allowed only till the last date specified for e-voting.

13. **Process for Registration of e-mail addresses:**

A. One time registration of e-mail address with RTA for receiving the Notice and casting votes electronically:

To facilitate Members to receive this Notice electronically, the Company has made special arrangements with its RTA, TSR Darashaw Consultants Private Limited for registration of e-mail addresses in terms of the MCA Circulars. Eligible Members who have not registered their e-mail addresses with the RTA, are required to provide the same to the RTA, on or before 5:00 p.m. (IST) on **Saturday, October 30, 2021**, pursuant to which, any Member, may receive on the e-mail address provided by the Member, this Notice and the procedure for remote e-voting along with the login ID and password for remote e-voting.

The process for one-time registration of e-mail address is as under:

I. For Members who hold shares in electronic form:

- a) Visit the link: https://tcpl.linkintime.co.in/EmailReg/email_register.html
- b) Select the name of the Company from dropdown.
- c) Enter details in respective fields such as DP ID and Client ID, Name of the Shareholder, PAN details, mobile number and e-mail ID.

- d) System will send OTP on mobile number and e-mail ID.
- e) Enter OTP received on mobile number and e-mail ID and submit.

II. For Members who hold shares in physical form:

- a) Visit the link: https://tcpl.linkintime.co.in/EmailReg/email_register.html
- b) Select the name of the Company from dropdown.
- c) Enter details in respective fields such as Folio no. and Certificate no., Name of the Shareholder, PAN details, mobile number and e-mail ID.
- d) System will send OTP on mobile number and e-mail ID.
- e) Enter OTP received on mobile number and e-mail ID and submit.

After successful submission of the e-mail address, NSDL will e-mail a copy of this Notice along with the remote e-voting user ID and password, to the Member. In case of any queries, Members may write to csg-unit@tpclindia.co.in or evoting@nsdl.co.in

- 14. For permanent registration of their e-mail addresses, Members are requested to register their e-mail addresses, in respect of electronic holdings with their concerned Depository Participants and in respect of physical holdings with the Company's RTA, TSR Darashaw Consultants Private Limited, (formerly TSR Darashaw Limited) at C-101, 1st Floor, 247 Park, Lal Bahadur Shastri Marg, Vikhroli (West), Mumbai – 400 083, E-mail Id: csg-unit@tcplindia.co.in.
- 15. Those Members who have already registered their e-mail addresses are requested to keep their e-mail addresses validated/updated with their Depository Participants / the Company's RTA, TSR Darashaw Consultants Private Limited, (formerly TSR Darashaw Limited) at C-101, 1st Floor, 247 Park, Lal Bahadur Shastri Marg, Vikhroli (West), Mumbai – 400 083, E-mail Id: csg-unit@tcplindia.co.in to enable serving of notices / documents / Annual Reports electronically to their e-mail addresses.
- 16. **PROCESS TO CAST VOTES THROUGH REMOTE E-VOTING**

The way to vote electronically on NSDL e-Voting system consists of "Two Steps" which are mentioned below:

Step 1: Access to NSDL e-Voting system

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

In terms of SEBI circular dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat accounts maintained with Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access to the 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.	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 options available against company name or e-Voting service provider - NSDL and you will be re-directed to NSDL e-Voting website for casting your vote during the remote e-Voting period.

	- 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 - 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 16 digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on options available against company name or e-Voting service provider - NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.
Individual Shareholders holding securities in demat mode with CDSL	- Existing users who have opted for Easi / Easiest, they can login through their user id and password. Option will be made available to reach e-Voting page without any further authentication. The URL for users to login to Easi / Easiest are https://web.cdslindia.com/myeasi/home/login or www.cdslindia.com and click on New System Myeasi. - After successful login of Easi/Easiest the user will also be able to see the E Voting Menu. The Menu will have links of e-Voting service provider i.e. NSDL. Click on NSDL to cast your vote. - If the user is not registered for Easi/Easiest, option to register is available at https://web.cdslindia.com/myeasi/Registration/EasiRegistration - Alternatively, the user can directly access e-Voting page by providing demat Account Number and PAN No. from a link in 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 provided links for the respective ESP i.e. NSDL where the e-Voting is in progress.
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. Once 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 options available against company name or e-Voting service provider-NSDL and you will be redirected to e-Voting website of NSDL for casting your vote during the remote e-Voting period.

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

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

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at toll free no.: 1800 1020 990 and 1800 224 430.
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 022- 23058738 or 022-23058542-43.

(B) Login Method for shareholders other than Individual shareholders holding securities in demat mode and shareholders holding securities in physical mode.**How to Log-in to NSDL e-Voting website?**

1. Visit the e-Voting website of NSDL. Open web browser by typing the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of e-Voting system is launched, click on the icon “Login” which is available under ‘Shareholder/Member’ section.
3. A new screen will open. You will have to enter your User ID, your Password/OTP and a Verification Code as shown on the screen. Alternatively, if you are registered for NSDL eservices i.e. IDeAS, you can log-in at <https://eservices.nsdl.com/> with your existing IDeAS login. Once you log-in to NSDL eservices after using your log-in credentials, click on e-Voting and you can proceed to Step 2 i.e. Cast your vote electronically.
4. Your User ID details are given below:

Manner of holding shares i.e. Demat (NSDL or CDSL) or Physical	Your User ID is:
a) For Members who hold shares in demat account with NSDL.	8 Character DP ID followed by 8 Digit Client ID 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*****
c) For Members holding shares in Physical Form.	EVEN Number followed by Folio Number registered with the company For example if folio number is 001*** and EVEN is 118500 then user ID is 118500001***

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 is being 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 with this email ID as an attachment. Open the attachment i.e. a .pdf file. The password to open the .pdf file is your 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or folio number for shares held in physical form. The .pdf file contains your ‘User ID’ and your ‘initial password’.
 - (ii) If your email ID is not registered, please follow steps mentioned below in **process for those shareholders whose email ids are not registered**
6. If you are unable to retrieve or have not received the “Initial password” or have forgotten your password:
 - a) Click on “**Forgot User Details/Password?**”(If you are holding shares in your demat account with NSDL or CDSL) option available on www.evoting.nsdl.com
 - b) **Physical User Reset Password?** (If you are holding shares in physical mode) option available on www.evoting.nsdl.com

- c) If you are still unable to get the password by aforesaid two options, you can send a request at evoting@nsdl.co.in mentioning your demat account number/folio number, your PAN, your name and your registered address etc.
- d) Members can also use the OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.
7. After entering your password, tick on Agree to “Terms and Conditions” by selecting on the check box.
8. Now, you will have to click on “Login” button.
9. After you click on the “Login” button, Home page of e-Voting will open.

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

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

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

General Guidelines for shareholders

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution/ Authority letter etc. with attested specimen signature of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by e-mail to pvsml17@rediffmail.com with a copy marked to evoting@nsdl.co.in
2. It is strongly recommended not to share your password with any other person and take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the “[Forgot User Details/Password?](#)” or “[Physical User Reset Password?](#)” option available on www.evoting.nsdl.com to reset the password.
3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and e-voting user manual for Shareholders available at the ‘Downloads Section’ of www.evoting.nsdl.com or call on toll free no.: 1800 1020 990 and 1800 224 430 or send a request to Ms. Pallavi Mhatre, Manager, NSDL at evoting@nsdl.co.in or at telephone nos. +91 22 2499 4600 / +91 22 2499 4369. Alternatively, Members may also contact TSR Darashaw Consultants Private Limited Registrar and Share Transfer Agents of the Company at csg-unit@tcplindia.co.in

Process for those shareholders whose e-mail address are not registered with the Depositories for procuring User ID and Password and registration of e-mail address for e-voting for the resolution set out in this notice:

1. For shares held in physical mode please provide Folio No., Name of the Shareholder, scanned copy of the share certificate (front and back), PAN (self-attested scanned copy of PAN card), AADHAAR (self-attested scanned copy of Aadhaar Card) by e-mail to investorcell@tatasteellp.com
2. For shares held in electronic 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), AADHAAR (self-attested scanned copy of Aadhaar Card) to investorcell@tatasteellp.com. If you are an individual shareholder, holding securities in electronic mode, you are requested to refer to the login method explained at Step 1 (A) i.e. Login method for e-Voting for Individual shareholders holding securities in demat mode.

3. Alternatively, the Members may send a request to evoting@nsdl.co.in for procuring User ID and Password for e-voting by providing above mentioned documents.
4. 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. Members are required to update their mobile number and e-mail ID correctly in their demat account in order to access e-Voting facility.

**By Order of the Board of Directors
For Tata Steel Long Products Limited
(Formerly Tata Sponge Iron Limited)**

**Sd/-
Sankar Bhattacharya
Company Secretary and Compliance Officer
(ACS:11438)**

Place: Kolkata

Date: September 29, 2021

Registered Office:

P.O. Joda, Keonjhar

Odisha – 758 034

Tel: 06767 278122 Fax: 06767 278159

CIN- L27102OR1982PLC001091

Website: www.tatasteellp.com

Email: investorcell@tatasteellp.com

STATEMENT PURSUANT TO SECTION 102 AND 110 OF THE COMPANIES ACT, 2013

Revision in terms of remuneration of Mr. Ashish Anupam (DIN-08384201), Managing Director of the Company:

Mr. Ashish Anupam joined the Board as an Additional Director (Non-Executive, Non-Independent) of the Company on March 14, 2019. Subsequently, the Board of Directors (the '**Board**'), based on the recommendation(s) of the Nomination and Remuneration Committee (the '**NRC**'), appointed Mr. Ashish Anupam as the Managing Director of the Company for a period of 5 (five) years effective November 1, 2019 through October 31, 2024 on such terms and conditions as disclosed in the Notice dated June 9, 2020 convening the 37th Annual General Meeting of the Company.

Based on the recommendation(s) of the NRC, the Board at its meeting held on September 29, 2021, approved revision in terms of remuneration payable to Mr. Ashish Anupam, Managing Director, subject to the requisite approval(s) of the shareholders. The revision in remuneration of Mr. Ashish Anupam is effective July 1, 2021.

While recommending the revised remuneration, the NRC and the Board considered the leadership, competence and capability of Mr. Ashish Anupam and his performance with respect to the strategic direction, operational excellence, financial robustness and sustainability of the Company.

In particular, the NRC and the Board considered the following in making its recommendation(s) to the shareholders.

A. Performance and turnaround of the Company

Post the acquisition of the steel business of Usha Martin Limited in early April 2019, followed by the acquisition of the mining assets in July 2019, the Company has continuously been heading on a path to transform its business operations and firmly establishing its presence in the market place.

During fiscal 2021, the COVID-19 pandemic has led to unprecedented socio-economic disruption worldwide. The nation-wide stringent lockdown brought the economic activities to a standstill. While steel and mining activities were exempted subject to certain guidelines, the steel demand was impacted adversely, as key consuming segments struggled to operate amidst weakening economic activities, presence of major hubs in red/containment zones, working capital constraints, migrant labour issues and challenges in logistics.

Despite disruption of operations due to COVID-19 pandemic, in fiscal 2021, the Company, under the able leadership of Mr. Anupam was able to achieve a top-line growth of 36% driven by highest ever production (Crude Steel: 648 kT, DRI: 797 kT) and achieved an operating profit of ₹1,098.42 crore.

In making its recommendations, the NRC and the Board considered the following major accomplishments of the Company under the able leadership of Mr. Anupam:

Comprehensive and Effective Response to COVID-19 Pandemic	➤ In fiscal 2021, the Company turned around and reported a Profit Before Tax ("PBT") of ₹614.83 crore as against a PBT of (₹530.24) crore in the previous year. Mr. Anupam contributed immensely towards this turnaround and in building resilience of the Company with quick ramping-up of exports amidst weak domestic market and adopting scenario-based planning. ➤ Despite the initial set back due to the pandemic, the Company under the able leadership of Mr. Anupam, has been able to increase its steel production and sales by 11% and 25% respectively, as against industry de-growth of 14%. The Company also achieved a 3x market share (YoY) growth in the agricultural segment.
Executing Strategic Priorities	Mr. Anupam has played a significant role in executing the strategic priorities of the Company such as: ➤ Driving the transformation and turnaround of the Company and embarking on a journey of stabilization to sustenance of increased sales. ➤ Successfully retaining the leadership position in commercial vehicle segment. During fiscal 2021, the segment reported highest ever sales of speciality steel rolled products with 40% growth and also 10% growth (YoY) in market share of component export segment. ➤ Enhancing customer centricity through continuous interventions.

Delivering Long-Term Value to Stakeholders	During the tenure of Mr. Anupam: ➤ The Company reduced its production cost to the tune of ~25% in crude steel on the back of operational enhancement and synergy benefits. ➤ The Company improved working capital cycle time by ~25 days through initiatives focused on increasing sales through the secured route. ➤ The Company generated 6x growth in EBITDA for fiscal 2021 with a first time ever positive PBT of ₹614.83 crore on YTD basis post the acquisition of the steel business of Usha Martin Limited. ➤ The Company obtained approval for first passenger vehicle and for entering into electric vehicle segment. ➤ The market capitalization of the Company increased from ₹1,744 crore in November 2019 to ₹4,081 crore in September 2021.
Deleveraging Balance Sheet	Mr. Anupam played a pivotal role in deleveraging the Balance Sheet through strong liquidity management and repayment of loan. The loan repayable till March 2028 has already been paid by June 2021, resulting a reduction of loan by ₹1,802 crore.
Demonstrating Commitment to Environmental Stewardship	Mr. Anupam's leadership efforts led to the Company adopting several technologies to bring down the CO ₂ emissions and conceptualize best practices for adoption in steel manufacturing, such as utilization of waste heat for power generation and use of less carbon intensive substances in steel making.
Focus on People and Community	Mr. Anupam has been steadfast in his focus on people and community. The Company undertook several CSR activities in the areas of education, health & sanitation, livelihood enhancement, skill building program, youth engagement and essential services. The Company also rolled out 41 new policies for employee benefits.

B. Company's vision and future aspirations

Mr. Anupam, with his eminent leadership skills has been able to turnaround the Company successfully. Further, all initiatives undertaken by the Company during last two years (Transformation, Synergy / group strategic procurement, etc.) under his leadership and guidance, have resulted in building strong fundamentals and financial position for the Company's future growth.

Mr. Anupam with his vast experience and deep knowledge of the industry will play a pivotal role in shaping the future of the Company. His ability to manage different stakeholders, build consensus around divergent issues and lead the executive team effectively will be invaluable in shaping the future of the Company.

The Board has tasked Mr. Anupam to work towards:

- achieving the Company's aspiration to become the most preferred supplier in chosen segments and emerge as a long product industry leader in India by 2030.
- strengthening the Company's balance sheet, digital and technology footprint, enhancing engagement with customers, employees and community and driving the Company's goal of operational efficiency and resource optimization.
- enhancing sustainability initiatives and implement interventions towards low carbon transition, reducing dependency on freshwater consumption, maximizing value from waste and exploring opportunities in the circular economy, enhancing bio-diversity in the areas where the Company has its operations, building a sustainable and resilient supply chain and customer focused product stewardship.

The Board is of the view that Mr. Anupam's leadership and contribution is imperative for achieving the vision 2030 and strategic objectives of the Company.

It is in this backdrop, the NRC and the Board considered fit, to revise the compensation of Mr. Anupam. Further, the NRC and the Board in arriving at the revised compensation for Mr. Anupam, considered details such as:

- the size, turnover and profitability of the Company and its peers;
- market capitalization and price performance; and
- alignment of pay with company's performance

The details of revised remuneration of Mr. Anupam, are set out below:

Remuneration proposed:

- i. Basic Salary:** ₹5,04,000/- per month in the salary scale of ₹5,00,000/- to ₹8,00,000/- per month. The annual increments which will be effective 1st April each year, will be decided by the Board based on recommendation of the NRC which will be based on the performance and also taking into consideration, the Company's holistic performance during the previous financial year.

ii. Benefits, Perquisites and Allowances:

In addition to the basic salary referred to in (i) above, the Managing Director shall be entitled to:

- A. Rent-free residential accommodation (furnished or otherwise), the Company bearing the cost of repairs, maintenance, society charges and utilities (e.g. gas, electricity and water charges) for the said accommodation.

OR

House Rent, House Maintenance and Utility Allowances aggregating 85% of the basic salary (in case residential accommodation is not provided by the Company) subject to city-wise cap as may be determined from time to time.

- B. Hospitalisation, Transport, Telecommunication and other facilities:

- (i) Hospitalization and major medical expenses for self, spouse and dependent (minor) children and dependent parents;
- (ii) Car, with chauffeur provided, maintained by the Company for official and personal use or Car cash option in terms of the policy.
- (iii) Telecommunication facilities including broadband, internet and fax.
- (iv) Housing Loan as per the Rules of the Company.

- C. Other perquisites and allowances given below provided that the aggregate value of the other perquisites shall be subject to a maximum of an amount equivalent to 55% of the annual salary;

The categories of perquisites / allowances to be included within the 55% limit shall be –

a)	Allowances for Helper/Education of Children/ Other Allowances	33.34%
b)	Leave Travel Concession/Allowance	8.33%
c)	Medical allowance	8.33%
		50.00%
d)	Personal Accident Insurance Premium and Club Membership fees	} @ actuals subject to a cap of
	Total	55.00%

- D. Contribution to Provident Fund, Superannuation Fund or Annuity Fund and Gratuity Fund as per the Rules of the Company.
- E. The Managing Director shall be entitled to leave in accordance with the Rules of the Company. Privilege Leave earned but not availed by the Managing Director is encashable in accordance with the Rules of the Company.

- iii. Performance Bonus / Commission:** The Managing Director shall be entitled to annual performance linked bonus and/or Commission, not exceeding 200 percent of the annual salary, based on performance criteria and such other parameters laid down by the Board/ Committees thereof, subject to the overall ceilings stipulated in Section 197 of the Companies Act, 2013, and related Rules. These amounts (if any) will be paid after the Annual Financial Statements have been approved by the Board and adopted by the Members. The performance criteria that will be used by the NRC / Board in deciding the performance bonus payout will cover Managing Director's performance across all capitals (financial, manufacturing, natural, human, intellectual and social & relationship).

- iv. Minimum Remuneration:** In the event of absence or inadequacy of profits of the Company in any financial year during the period of the Managing Director's appointment, the Company shall pay to the Managing Director remuneration by way of salary, benefits, perquisites and allowances, performance linked bonus/ commission, as specified above, as per the provisions of the Act and Schedule V to the Act.

The additional information as required under Schedule V to the Companies Act, 2013, has been provided as an Annexure to this Notice.

None of the Director(s) and Key Managerial Personnel of the Company or their respective relatives, except Mr. Ashish Anupam, to whom the resolution relates, are concerned or interested in the Resolution mentioned in the Notice.

The Board recommends the Special Resolution set forth in the Notice for approval of the Members.

**By Order of the Board of Directors
For Tata Steel Long Products Limited
(Formerly Tata Sponge Iron Limited)**

**Sd/-
Sankar Bhattacharya
Company Secretary and Compliance Officer
(ACS:11438)**

Place: Kolkata

Date: September 29, 2021

Registered Office:

P.O. Joda

Dist.: Keonjhar

Odisha – 758 034

Tel: 06767 278122 Fax: 06767 278159

CIN- L27102OR1982PLC001091

Website: www.tatasteellp.com

Email: investorcell@tatasteellp.com

ANNEXURE TO THE NOTICE

Additional Information as required under Schedule V to the Companies Act, 2013

I. General Information:

1. **Nature of Industry:** The Company is engaged in the manufacturing business of iron and steel.
2. **Date of commencement of commercial production:**
Sponge Iron Plant at Joda, Odisha: July, 1982.
Steel Plant at Gamharia, Jharkhand: April, 2019.
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:**

(₹ in crore)

Particulars	FY 2020-21	FY 2019-20
Revenue from operations	4,749.87	3,489.99
Total expenditure before finance cost and depreciation	3,651.45	3,336.72
Operating Profit	1,098.42	153.27
Add: Other income	78.23	81.26
Profit before finance cost, depreciation, exceptional items and taxes	1,176.65	234.53
Less: Finance costs	234.63	292.84
Profit before depreciation, exceptional items and taxes	942.02	(58.31)
Less: Depreciation and amortisation expenses	327.19	310.79
Profit/(Loss) before exceptional items & tax	614.83	(369.10)
Add/(Less): Exceptional Items	-	(161.14)
Profit before taxes	614.83	(530.24)
Less: Tax Expense	42.86	(13.96)
Net Profit/(Loss) for the Period	571.97	(516.28)

5. **Foreign Investments and Collaborations:** The Company has neither made any Foreign Investments nor entered into any foreign collaborations.

II. Information:

a) Background Details:

Mr. Ashish Anupam, aged about 52 years, joined Tata Steel in 1991 after completing his B.E. in Mechanical from BIT, Mesra, Ranchi and General Management Program from CEDEP (INSEAD, France). He has more than 26 years of experience in mining and metals industry.

Mr. Anupam's career spanned many years in India and overseas in areas such as Rolling Mills, International Trading Division and Marketing & Sales for different products (Flat Products, Long Products & Tubes) in various capacities. In 2004, he was elevated as the Chief-Marketing and Sales (Tubes) and in 2010, as Chief-Marketing & Sales (Long Products).

Mr. Anupam was appointed as the President and CEO of NatSteel Holdings Pte. Ltd., Singapore, in July 2015, a position he held till March 2019.

Mr. Anupam was inducted on the Board of Tata Steel Long Products Limited ("the Company") as Non-executive Director w.e.f. March 14, 2019 and was subsequently appointed as the Managing Director of the Company, effective November 1, 2019, for a period of 5 years.

- b) Past Remuneration:** ₹215.17 lakh
- c) Recognition and Awards:** None
- d) Job profile Suitability:** Considering the profile and rich experience in the field of long products, the Board of the Company is of the opinion that the Company will benefit from the services of Mr. Ashish Anupam as Managing Director, to achieve its vision 2030.

III. Remuneration proposed: As provided in the Statement pursuant to Section 102(1) of the Act forming part of this Notice.

IV. 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): Taking into consideration the size of the Company, the profile, knowledge, skills and responsibilities shouldered by Mr. Anupam, the remuneration proposed to be paid is commensurate with the remuneration packages paid to his similar counterparts in other companies.

V. Pecuniary relationship directly or indirectly with the Company or relationship with the managerial personnel: Besides the remuneration proposed to be paid to Mr. Anupam, he does not have any other pecuniary relationship with the Company or relationships with any other managerial personnel and Directors.

VI. Other Information:

- 1. Reasons of loss or inadequate profits:** Not Applicable
- 2. Steps taken or proposed to be taken for improvement:** Not Applicable
- 3. Expected increase in productivity and profits in measurable terms:** Not Applicable

VII. Disclosures:

The details of remuneration of all Directors/Key Managerial Personnel and other information/details, as applicable, shall be disclosed under the Report of Corporate Governance in the Integrated Report & Annual Accounts 2021-22.

**By Order of the Board of Directors
For Tata Steel Long Products Limited
(Formerly Tata Sponge Iron Limited)**

**Sd/-
Sankar Bhattacharya
Company Secretary and Compliance Officer
(ACS:11438)**

Place: Kolkata

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