

## Status of Compliance

Status of compliance with the conditions imposed by the Bangladesh Securities and Exchange Commission's Notification No. BSEC/CMRRCD/ 2006-158/207/Admin/80, dated 03 June 2018 issued under section 2CC of the Securities and Exchange Ordinance, 1969

(Report under Condition No. 9.00)

| Condition No. | Title  | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)  |
|---------------|--|--|--------------|--|
|               |  | Complied   | Not complied |  |
|               | <b>Board of Directors</b>  |  |              |  |
| 1(1)          | Board Size: The number of the board member shall not be less than 05 ( Five) and more than 20 (Twenty)   | ✓  |              | Board size 8(eight) including 4 independent Directors.     |
| 1(2) (a)      | At least one fifth (1/5) of the total number of directors in the company's Board shall be independent directors.   | ✓  |              | The company has 4(four) independent Director.              |
|               | <b>Independent Directors</b>   |  |              |  |
| 1(2)(b)(i)    | Independent Director does not hold any share in the company or holds less than one percent (1%) shares of the total paid-up.   | ✓  |              | The Independent Directors have declared their compliances. |
| 1(2)(b)(ii)   | Independent Director is not a sponsor of the company and is not connected with the company's any sponsor or director or shareholder who holds one percent (1%) or more shares of the total paid-up shares of the company on the basis of family relationship. His/her family members also should not hold above mentioned shares in the company; | ✓  |              |  |
| 1(2)(b)(iii)  | Who has not been an executive of the company in immediately preceding 2 (two) financial years  | ✓  |              |  |
| 1(2)(b)(iv)   | Does not have any other relationship, whether pecuniary or otherwise, with the company or its subsidiary/associated companies  | ✓  |              |  |
| 1(2)(b)(v)    | Who is not a member or TREC (Trading Right Entitlement Certificate) holder, director or officer of any stock exchange?   | ✓  |              |  |
| 1(2)(b)(vi)   | who is not a shareholder, director excepting independent director or officer of any member or TREC holder of stock exchange or an intermediary of the capital market;  | ✓  |              |  |

| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any) |
|---------------|---|--|--------------|---------------------|
|               |   | Complied   | Not complied |                     |
| 1(2)(b)(vii)  | Independent Director is not a partner or an executive or was not a Partner or and executive during the preceding 3(three) years of the concerned company's statutory audit firm   | ✓  |              |                     |
| 1(2)(b)(viii) | Independent Director shall not be an independent director in more than 5 (Five) listed companies  | ✓  |              |                     |
| 1(2)(b)(ix)   | Independent Director has not been convicted by a court of competent jurisdiction as a defaulter in payment of any loan to a bank or a Non-Bank financial Institution (NBFi)   | ✓  |              |                     |
| 1(2)(b)(x)    | Independent Director has not been convicted for a criminal offence involving moral turpitude  | ✓  |              |                     |
| 1(2)(c)       | The independent director(s) shall be appointed by the Board and approved by the shareholders in the Annual General Meeting (AGM);   | ✓  |              |                     |
| 1(2)(d)       | The post of independent director(s) cannot remain vacant for more than 90(ninety) days  | ✓  |              |                     |
| 1(2)(e)       | The tenure of office of an independent director shall be for a period of 3(three) years, which may be extended for 1(one) tenure only.  | ✓  |              |                     |
|               | <b>Qualification of Independent Director</b>  |  |              |                     |
| 1(3)(a)       | Independent director shall be a knowledgeable individual with integrity who is able to ensure compliance with financial laws, regulatory and corporate laws and can make meaningful contribution to business.   | ✓  |              |                     |
| 1(3)(b)(i)    | Business leader who is or was a promoter or director of an unlisted company having minimum paid-up capital of taka 100.00 million or any listed company or a member of any national or international chamber of commerce or business association ; or   |  |              | Not Applicable      |
| 1(3)(b)(ii)   | Corporate leader who is or was a top level executive not lower than Chief Executive Officer or Managing Director or Deputy Managing Director or Chief Financial Officer or Head of Finance or Accounts or Company Secretary or Head of Internal Audit and Compliance or Head of Legal Service or a candidate with equivalent position of an unlisted company having minimum paid –up capital of tk. 100.00 million or of a listed company; or |  |              | Not Applicable      |
| 1(3)(b)(iii)  | Former official of government or statutory or autonomous or regulatory body in the position not below 5 <sup>th</sup> grade of the national pay scale , who has at list educational background of bachelor degree in economics or commerce or business or law; or   | ✓  |              |                     |



| Condition No. | Title  | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)         |
|---------------|--|--|--------------|-----------------------------|
|               |  | Complied   | Not complied |                             |
| 1(3)(b)(iv)   | University Teacher who has educational background in economics or commerce or business studies or law; or  | ✓  |              |                             |
| 1(3)(b)(v)    | Professional who is or was an advocate practicing at least in the High Court Division of Bangladesh Supreme Court or a Chartered Accountant or Cost & Management Accountant or Chartered Financial Analyst or Chartered Certified Accountant or Certified Public Accountant or Chartered Management Accountant or Chartered Secretary or equivalent qualification; | Not Applicable   |              | No such cases.              |
| 1(3)(c)       | The Independent director shall have a at least 10 ( Ten) years of experience in any field mentioned in clause (b);   | ✓  |              |                             |
| 1(3)(d)       | In special cases, the above qualification or experiences may be relaxed subject to prior approval of the commission.   | Not Applicable   |              | No such situation occurred. |
| 1(4)(a)       | The position of the Chairperson of the board and the Managing Director (MD) and/or Chief Executive Officer (CEO) of the company shall be filled by different individuals;  | ✓  |              |                             |
| 1(4)(b)       | The Managing Director (MD) and /or Chief Executive Officer (CEO) of a listed company shall not hold the same position in another listed company;   | ✓  |              |                             |
| 1(4)(c)       | The Chairperson of the board shall be elected from among the non – executive directors of the company;   | ✓  |              |                             |
| 1(4)(d)       | The board shall clearly define respective roles & responsibilities of the Chairperson and the Managing Director and/ or Chief Executive Officer  | ✓  |              |                             |
| 1(4)(e)       | In the absence of the Chairperson of the board, the remaining members may elect one of themselves from executive directors as Chairperson for that particulars. Boards Meeting; the Reason of absence of the regular Chairperson shall be duly recorded in the minutes.  | Not Applicable   |              | No such cases.              |
|               | <b>The Directors' Report to Shareholders</b>   |  |              |                             |
| 1(5)(i)       | An Industry outlook and possible future developments in the industry;  | ✓  |              |                             |
| 1(5)(ii)      | The segment-wise or product-wise performance ;   | ✓  |              |                             |
| 1(5)(iii)     | Risks and concerns including internal and external risk factors, threat to sustainability and negative impact on environment, if any;  | ✓  |              |                             |
| 1(5)(iv)      | A discussion on Cost of Goods sold, Gross Profit Margin and Net Profit Margin  | ✓  |              |                             |
| 1(5)(v)       | Discussion on Continuity of any Extra-Ordinary gain or loss  | ✓  |              |                             |

| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)   |
|---------------|---|--|--------------|---|
|               |   | Complied   | Not complied |   |
| 1(5)(vi)      | A detailed discussion on related party transactions along with a statement showing amount, nature of related party, nature of transactions and basis of transactions of all related party transactions;   | ✓  |              | Related party transactions are disclosed in note no.33 to the financial Statements. |
| 1(5)(vii)     | Utilization of proceeds from public issues, rights issues and/or through any others instruments.  | ✓  |              |   |
| 1(5)(viii)    | An explanation if the financial results deteriorate after the company goes for Initial Public Offering (IPO), Repeat Public Offering (RPO), Rights Offer, Direct Listing etc.   | ✓  |              | No financial results have Significant deteriorated after goes to IPO.               |
| 1(5)(ix)      | If significant variance occurs between Quarterly financial Performance and Annual Financial Statements the management shall explain about the variance on their Annual Report.  | ✓  |              |   |
| 1(5)(x)       | Remuneration to directors including independent directors   | ✓  |              |   |
| 1(5)(xi)      | The financial statements prepared by the management of the issuer company present fairly its state of affairs, the result of its operations, cash flows and changes in equity   | ✓  |              | Auditors has given unmodified opinion   |
| 1(5)(xii)     | Proper books of account of the issuer company have been maintained  | ✓  |              |   |
| 1(5)(xiii)    | Appropriate accounting policies have been consistently applied in preparation of the financial statements and that the accounting estimates are based on reasonable and prudent judgment  | ✓  |              |   |
| 1(5)(xiv)     | A statement that International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in Bangladesh, have been followed in preparation of the financial statements and any departure there from has been adequately disclosed; | ✓  |              |   |
| 1(5)(xv)      | The system of internal control is sound in design and has been effectively implemented and monitored.   | ✓  |              |   |
| 1(5)(xvi)     | A statement that minority shareholders have been protected from abusive actions by , or in the interest of, controlling shareholders acting either directly or indirectly and have effective means of redress;  | ✓  |              |   |
| 1(5)(xvii)    | There are no significant doubts upon the issuer company's ability to continue as a going concern. If the issuer company is not considered to be a going concern, the fact along with reasons thereof should be disclosed;   | ✓  |              |   |



| Condition No.  | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)   |
|----------------|---|--|--------------|---|
|                |   | Complied   | Not complied |   |
| 1(5)(xviii)    | Significant deviations from the last year's operating results of the issuer company shall be highlighted and the reasons thereof should be explained.   | ✓  |              |   |
| 1(5)(xix)      | Key operating and financial data of at least preceding 5(five) years shall be summarized  | ✓  |              |   |
| 1(5)(xx)       | If the issuer company has not declared dividend (cash or stock) for the year  |  |              | The company has declared 12.5 % Cash Dividend.                              |
| 1(5)(xxi)      | Board's statement of the effect that no bonus share or stock dividend has been or shall be or declared as interim dividend;   |  |              | No interim dividend declared.   |
| 1(5)(xxii)     | The number of Board meetings held during the year and attendance by each director shall be disclosed.   | ✓  |              | 05 (five) board meeting held during the year and attendance 100% (average). |
| 1(5)(xxiii)(a) | Parent/Subsidiary/Associated Companies and other related parties(name wise details)   | ✓  |              | Consolidated financial Statement  |
| 1(5)(xxiii)(b) | Directors, Chief Executive Officer, Company Secretary, Chief Financial Officer, Head of Internal Audit and their spouses and minor children (name wise details)   | ✓  |              |   |
| 1(5)(xxiii)(c) | Executives; and   | ✓  |              |   |
| 1(5)(xxiii)(d) | Shareholders holding ten percent (10%) or more voting interest in the company (name wise details)   | ✓  |              |   |
| 1(5)(xxiv)(a)  | A brief resume of the director  | ✓  |              | In the annual report  |
| 1(5)(xxiv)(b)  | Nature of his/her expertise in specific functional areas  |  |              |   |
| 1(5)(xxiv)(c)  | Names of companies in which the person also holds the directorship and the membership of committees of the board.   | ✓  |              |   |
| 1(5)(xxv)(a)   | Accounting Policies and estimation for preparation of financial statements;   | ✓  |              |   |
| 1(5)(xxv)(b)   | changes in accounting policies and estimation, if any, clearly describing the effect on financial performance or results and financial position as well as cash flows in absolute figure for such changes;                          |  |              | No such event occur   |
| 1(5)(xxv)(c)   | Comparative analysis ( Including effects of inflation) of financial performance or results and financial position as well as Cash flows for current financial years with immediate preceding Five years explaining reasons thereof; | ✓  |              |   |

| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)                            |
|---------------|---|--|--------------|--|
|               |   | Complied   | Not complied |  |
| 1(5)(xxv)(d)  | Compare such financial performance or results and financial position as well as cash flows with the peer industry scenario;   |  |              | It is only the company in this industry Listed |
| 1(5)(xxv)(e)  | Briefly explain the financial and economic scenario of the country and the globe;   | ✓  |              | In the annual report                           |
| 1(5)(xxv)(f)  | Risks and concerns issues related to the financial statements, explaining such risk and concerns mitigation plan of the company; and  | ✓  |              |  |
| 1(5)(xxv)(g)  | Future plan or projection or forecast for company's operation, performance and financial position, with justification thereof, i.e. , actual position shall be explained to the shareholders in the next AGM ;  | ✓  |              |  |
| 1(5)(xxvi)    | Declaration or certification by the CEO and the CFO to the board as required under condition no.3(3) shall be disclosed as per annexure –A; and   | ✓  |              |  |
| 1(5)(xxvii)   | The report as well as certificate regarding compliance of conditions of this Code as required under condition No. 9 shall be disclosed as per annexure-B and Annexure – C   | ✓  |              |  |
| 1 (6)         | The company shall conduct its board meeting and record the minutes of the meetings as well as keep required books and records in line with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this code. | ✓  |              |  |
| 1 (7)(a)      | The board shall lay down a code of conduct, based on the recommendation of the Nomination & Remuneration committee (NRC) at Condition No-6, For the Chairperson of the board , other board members and chief executive officer of the company;  | ✓  |              |  |
| 1 (7)(b)      | The code of conduct as determined by the NRC shall be posted on the website of the company including, among others, prudent conduct and behavior; confidentiality; conflict of interest ; compliance with laws, rules and regulations ; prohibition of insider trading; relationship with environment , employee, customers and suppliers ; and independency.                 | ✓  |              |  |
|               | Governance of Board of Directors of Subsidiary Company  |  |              |  |
| 2 (a)         | Provisions relating to the composition of the Board of Directors of the holding company shall be made applicable to the compositions of the Board of Directors of the subsidiary company  | ✓  |              |  |
| 2 (b)         | At least 1(one) independent director on the Board of Directors of the holding company shall be a director on the Board of Directors of the subsidiary company   | ✓  |              |  |



| Condition No. | Title  | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any) |
|---------------|--|--|--------------|---------------------|
|               |  | Complied   | Not complied |                     |
| 2 (c)         | The minutes of the Board meeting of the subsidiary company shall be placed for review at the following Board meeting of the holding company  | ✓  |              |                     |
| 2 (d)         | The minutes of the respective Board meeting of the holding company shall state that they have reviewed the affairs of the subsidiary company also  | ✓  |              |                     |
| 2 (e)         | The Audit Committee of the holding company shall also review the financial statements, in particular the investments made by the subsidiary company  | ✓  |              |                     |
|               | <b>Managing Director (MD) or Chief Executive Officer (CEO), Chief Financial Officer (CFO), Head of Internal Audit and Compliance (HIAC) and Company Secretary (CS).</b>  |  |              |                     |
| 3(1)(a)       | The board shall appoint a Managing Director (MD) or Chief Executive officer (CEO), a Company Secretary (CS), a Chief Financial Officer (CFO) and Head of internal Audit and Compliance (HIAC)  | ✓  |              |                     |
| 3(1)(b)       | The Position of the Managing Director (MD) or Chief Executive officer (CEO), Company Secretary (CS), Chief Financial Officer (CFO) and Head of Internal Audit and Compliance (HIAC) shall be filled by different individuals'  | ✓  |              |                     |
| 3(1)(c)       | The MD and CEO , CS, CFO and HIAC of a listed company shall not hold any executive position in any other company at the same time;   | ✓  |              |                     |
| 3(1)(d)       | The board shall clearly define respective roles, responsibilities and duties of the CFO, the HIAC and the CS;  | ✓  |              |                     |
| 3(1)(e)       | The MD or CEO , CS,CFO and HIAC shall not be removed from their position without approval of the Board as well as immediate dissemination to the commission and stocks Exchange(s)   | ✓  |              |                     |
| 3(2)          | The MD or CEO, CS, CFO and HIAC of the company shall attend the meeting of the board. Provided that the CS, CFO and/ or the HIAC shall not attend such part of a meeting of the board which involves consideration of an agenda item relating to their personal matters. | ✓  |              |                     |
| 3(3)(a)(i)    | These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading; and  | ✓  |              |                     |
| 3(3)(a)(ii)   | These statements together present a true and fair view of the company's affairs and are in compliance with existing accounting standards and applicable laws;  | ✓  |              |                     |

| Condition No. | Title  | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)         |
|---------------|--|--|--------------|-----------------------------|
|               |  | Complied   | Not complied |                             |
| 3(3)(b)       | The MD or CEO and CFO shall also certify that there are, to the best of knowledge and belief, no transaction entered into by the company during the year which are fraudulent, illegal or in violation of the code of conduct for the company's board or its members.  | ✓  |              |                             |
| 3(3)(c)       | The certification of the MD or CEO and CFO shall be disclosed in the annual report.  | ✓  |              |                             |
|               | <b>Board of Directors' Committee</b>   |  |              |                             |
| 4(i)          | Audit Committee ; and  | ✓  |              |                             |
| 4(ii)         | Nomination and Remuneration committee.   | ✓  |              |                             |
|               | <b>Audit Committee</b>   |  |              |                             |
| 5(1)(a)       | The company shall have an Audit Committee as a sub-committee of the Board  | ✓  |              |                             |
| 5(1)(b)       | The Audit Committee shall assist the Board in ensuring that the financial statements reflect true and fair view of the state of affairs of the company and in ensuring a good monitoring system within the business  | ✓  |              |                             |
| 5(1)(c)       | The Audit Committee shall be responsible to the Board, the duties of the Audit Committee shall be clearly set forth in writing   | ✓  |              |                             |
| 5(2)(a)       | The Audit Committee shall be composed of at least 3 (three) members  | ✓  |              |                             |
| 5(2)(b)       | The Board shall appoint members of the Audit Committee who shall be non-executive directors of the company excepting Chairperson of the Board and shall include at least 1 (one) independent director;   | ✓  |              |                             |
| 5(2)(c)       | All members of the audit committee should be "financially literate" and at least 1(one) member shall have accounting or related financial management background and 10 (ten) years of such experience.   | ✓  |              |                             |
| 5(2)(d)       | When the term of service of any committee member expires or there any circumstance causing any committee member to be unable to hold office before expiration of the term of service, thus making the number of the committee members to be lower than the prescribed number of 3 ( Three) persons, the board shall appoint the new committee member to fill up the vacancy immediately or not later than 1 (One) month from the date of vacancy in the committee to ensure continuity of the performance of work of the audit committee ; |  |              | No such situation occurred. |
| 5(2)(e)       | The company secretary shall act as the secretary of the Committee  | ✓  |              |                             |





| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)         |
|---------------|---|--|--------------|-----------------------------|
|               |   | Complied   | Not complied |                             |
| 5(2)(f)       | The quorum of the Audit Committee meeting shall not constituted without at least 1(one) independent director  | ✓  |              |                             |
| 5(3)(a)       | The Board of Directors shall select 1(one) member of the Audit Committee to be Chairperson of the Audit Committee, who shall be an independent director.  | ✓  |              |                             |
| 5(3)(b)       | In the absence of the chairpersons of the audit committee , the remaining members may elect on of themselves as chairpersons for that particulars meeting , in that case there shall be no problem of constituting a quorum as required under condition No-5(4)(b) and the reason of absence the regular chairperson shall be duly recorded in the minutes. | Not applicable   |              | No such situation occurred. |
| 5(3)(c)       | Chairperson of the Audit Committee shall remain present in the Annual General Meeting (AGM)   | ✓  |              |                             |
| 5(4)(a)       | The Audit committee shall conduct at least its four meetings in a financial year  | ✓  |              |                             |
| 5(4)(b)       | The quorum of the meeting of the audit committee shall be constituted in presence of either two members or two-third of the members of the audit committee, whichever is higher, where presence of an independent director is a must.   | ✓  |              |                             |
| 5(5)(a)       | Oversee the Financial reporting process   | ✓  |              |                             |
| 5(5)(b)       | Monitor choice of accounting policies and principles  | ✓  |              |                             |
| 5(5)(c)       | Monitor Internal Audit and Compliance process to ensure that it is adequately resourced, including approval of the internal audit and compliance plan and review of the internal audit and compliance report;   | ✓  |              |                             |
| 5(5)(d)       | Oversee hiring and performance of external auditors   | ✓  |              |                             |
| 5(5)(e)       | Hold meeting with the external or statutory auditors for review of the annual financial statements before submission to the board for approval or adoption.   | ✓  |              |                             |
| 5(5)(f)       | Review along with the management, the annual financial statements before submission to the board for approval   | ✓  |              |                             |
| 5(5)(g)       | Review along with the management, the quarterly and half yearly financial statements before submission to the board for approval  | ✓  |              |                             |
| 5(5)(h)       | Review the adequacy of internal audit function  | ✓  |              |                             |
| 5(5)(i)       | Review the Management's Discussion and Analysis before disclosing in the Annual Report;   | ✓  |              |                             |
| 5(5)(j)       | Review statement of all related party transactions submitted by the management  | ✓  |              |                             |

| Condition No.  | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)               |
|----------------|---|--|--------------|-----------------------------------|
|                |   | Complied   | Not complied |                                   |
| 5(5)(k)        | Review Management Letters/Letter of Internal Control weakness issued by statutory auditors.   |  |              | No such letter issued by auditors |
| 5(5)(l)        | Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors; and  | ✓  |              |                                   |
| 5(5)(m)        | Oversee whether the proceeds raised through Initial Public Offering (IPO) or Repeat Public Offering (RPO) or Rights Share Offer have been utilized as per the purposes stated in relevant offer document or prospectus approved by the Commission:  | ✓  |              |                                   |
| 5(6)(a)(i)     | The Audit Committee shall report on its activities to the Board.  | ✓  |              |                                   |
| 5(6)(a)(ii)(a) | Report on conflicts of interests;   | ✓  |              |                                   |
| 5(6)(a)(ii)(b) | Suspected or presumed fraud or irregularity or material defect identified in the internal audit and compliance process or in the financial statements;  | Not Applicable   |              | No such situation occurred.       |
| 5(6)(a)(ii)(c) | Suspected infringement of laws, regulatory compliances including securities related laws, rules and regulations; and  | Not Applicable   |              | No such situation Occurred.       |
| 5(6)(a)(ii)(d) | Any other matter which the Audit Committee deems necessary shall be disclosed to the Board immediately;   | ✓  |              |                                   |
| 5(6)(b)        | Reporting to the Authorities :If the Audit Committee has reported to the Board about anything which has material impact on the financial condition and results of operation and has discussed with the Board and the management that any rectification is necessary and if the Audit Committee finds that such rectification has been unreasonably ignored, the Audit Committee shall report such finding to the Commission, upon reporting of such matters to the Board for three times or completion of a period of 6 (six) months from the date of first reporting to the Board, whichever is earlier. | Not Applicable   |              | No such situation occurred.       |
| 5(7)           | Reporting to the Shareholders and General Investors: Report on activities carried out by the Audit Committee, including any report made to the Board under condition No. 5(6)(a)(ii) above during the year, shall be signed by the Chairperson of the Audit Committee and disclosed in the annual report of the issuer company.   | Not Applicable   |              | No such situation occurred.       |
|                | <b>Nomination and Remuneration Committee (NRC)</b>  |  |              |                                   |
| 6(1)(a)        | The company shall have a Nomination and Remuneration Committee (NRC) as a sub-committee of the Board;   | ✓  |              |                                   |



| Condition No. | Title  | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)          |
|---------------|--|--|--------------|------------------------------|
|               |  | Complied   | Not complied |                              |
| 6(1)(b)       | The NRC shall assist the Board in formulation of the nomination criteria or policy for determining qualifications, positive attributes, experiences and independence of directors and top level executive as well as a policy for formal process of considering remuneration of directors, top level executive;          | ✓  |              |                              |
| 6(1)(c)       | The Terms of Reference (TOR) of the NRC shall be clearly set forth in writing covering the areas stated at the condition No. 6(5) (b).   | ✓  |              |                              |
| 6(2)(a)       | The Committee shall comprise of at least three members including an independent director;  | ✓  |              |                              |
| 6(2)(b)       | All members of the Committee shall be non-executive directors;   | ✓  |              |                              |
| 6(2)(c)       | Members of the Committee shall be nominated and appointed by the Board;  | ✓  |              |                              |
| 6(2)(d)       | The Board shall have authority to remove and appoint any member of the Committee;  | ✓  |              |                              |
| 6(2)(e)       | In case of death, resignation, disqualification, or removal of any member of the Committee or in any other cases of vacancies, the board shall fill the vacancy within 180 (one hundred eighty) days of occurring such vacancy in the Committee;   | N/A  |              | No such occurrence happened. |
| 6(2)(f)       | The Chairperson of the Committee may appoint or co-opt any external expert and/or member(s) of staff to the Committee as advisor who shall be non-voting member, if the Chairperson feels that advice or suggestion from such external expert and/or member(s) of staff shall be required or valuable for the Committee; | ✓  |              |                              |
| 6(2)(g)       | The company secretary shall act as the secretary of the Committee;   | ✓  |              |                              |
| 6(2)(h)       | The quorum of the NRC meeting shall not constitute without attendance of at least an independent director;   | ✓  |              |                              |
| 6(2)(i)       | No member of the NRC shall receive, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than Director's fees or honorarium from the company.  | ✓  |              |                              |
| 6(3)(a)       | The Board shall select 1 (one) member of the NRC to be Chairperson of the Committee, who shall be an independent director;   | ✓  |              |                              |
| 6(3)(b)       | In the absence of the Chairperson of the NRC, the remaining members may elect one of themselves as Chairperson for that particular meeting, the reason of absence of the regular Chairperson shall be duly recorded in the minutes;  | Not applicable   |              | No such situation occurred.  |

| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any) |
|---------------|---|--|--------------|---------------------|
|               |   | Complied   | Not complied |                     |
| 6(3)(c)       | The Chairperson of the NRC shall attend the annual general meeting (AGM) to answer the queries of the shareholders: Provided that in absence of Chairperson of the NRC, any other member from the NRC shall be selected to be present in the annual general meeting (AGM) for answering the shareholder's queries and reason for absence of the Chairperson of the NRC shall be recorded in the minutes of the AGM. | ✓  |              |                     |
| 6(4)(a)       | The NRC shall conduct at least one meeting in a financial year;   | ✓  |              |                     |
| 6(4)(b)       | The Chairperson of the NRC may convene any emergency meeting upon request by any member of the NRC;   | ✓  |              |                     |
| 6(4)(c)       | The quorum of the meeting of the NRC shall be constituted in presence of either two members or two third of the members of the Committee, whichever is higher, where presence of an independent director is must as required under condition No. 6(2)(h);   | ✓  |              |                     |
| 6(4)(d)       | The proceedings of each meeting of the NRC shall duly be recorded in the minutes and such minutes shall be confirmed in the next meeting of the NRC.  | ✓  |              |                     |
| 6(5)(a)       | NRC shall be independent and responsible or accountable to the Board and to the shareholders;   | ✓  |              |                     |
| 6(5)(b)(i)(a) | The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable directors to run the company successfully;  | ✓  |              |                     |
| 6(5)(b)(i)(b) | The relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and  | ✓  |              |                     |
| 6(5)(b)(i)(c) | Remuneration to directors, top level executive involves a balance between fixed and incentive pay reflecting short and long-term performance objectives appropriate to the working of the company and its goals;  | ✓  |              |                     |
| 6(5)(b)(ii)   | Devising a policy on Board's diversity taking into consideration age, gender, experience, ethnicity, educational background and nationality;  | ✓  |              |                     |
| 6(5)(b)(iii)  | Identifying persons who are qualified to become directors and who may be appointed in top level executive position in accordance with the criteria laid down, and recommend their appointment and removal to the Board;   | ✓  |              |                     |
| 6(5)(b)(iv)   | Formulating the criteria for evaluation of performance of independent directors and the Board;  | ✓  |              |                     |



| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any) |
|---------------|---|--|--------------|---------------------|
|               |   | Complied   | Not complied |                     |
| 6(5)(b)(v)    | Identifying the company's needs for employees at different levels and determine their selection, transfer or replacement and promotion criteria; and  | ✓  |              |                     |
| 6(5)(b)(vi)   | Developing, recommending and reviewing annually the company's human resources and training policies;  | ✓  |              |                     |
| 6(5)(c)       | The company shall disclose the nomination and remuneration policy and the evaluation criteria and activities of NRC during the year at a glance in its annual report.   | ✓  |              |                     |
|               | External or Statutory Auditors  |  |              |                     |
| 7.1           | The issuer company shall not engage its external or statutory auditors to perform the following service of the company, namely  | ✓  |              |                     |
| 7(1)(i)       | Appraisal or valuation services or fairness opinions;   | ✓  |              |                     |
| 7(1)(ii)      | Financial information systems design and implementation;  | ✓  |              |                     |
| 7(1)(iii)     | Book-keeping or other services related to the accounting records or financial statements;   | ✓  |              |                     |
| 7(1)(iv)      | Broker-dealer services;   | ✓  |              |                     |
| 7(1)(v)       | Actuarial services;   | ✓  |              |                     |
| 7(1)(vi)      | Internal audit services or special audit services;  | ✓  |              |                     |
| 7(1)(vii)     | Any service that the Audit Committee determines;  | ✓  |              |                     |
| 7(1)(viii)    | Audit or certification services on compliance of corporate governance as required under condition No. 9(1); and   | ✓  |              |                     |
| 7(1)(ix)      | Any other service that creates conflict of interest.  | ✓  |              |                     |
| 7(2)          | No partner or employees of the external audit firms shall possess any share of the company they audit at least during the tenure of their audit assignment of that company; his or her family members also shall not hold any shares in the said company: | ✓  |              |                     |
| 7(3)          | Representative of external or statutory auditors shall remain present in the Shareholders' Meeting (Annual General Meeting or Extraordinary General Meeting) to answer the queries of the shareholders.   | ✓  |              |                     |
|               | Maintaining a website by the Company  |  |              |                     |
| 8(1)          | The company shall have an official website linked with the website of the stock exchange.   | ✓  |              |                     |
| 8(2)          | The company shall keep the website functional from the date of listing.   | ✓  |              |                     |

| Condition No. | Title   | Compliance status<br>(Put ✓ in the appropriate column) |              | Remarks<br>(in any)       |
|---------------|---|--|--------------|---------------------------|
|               |   | Complied   | Not complied |                           |
| 8(3)          | The company shall make available the detailed disclosures on its website as required under the listing regulations of the concerned stock exchange(s).  | ✓  |              |                           |
|               | Reporting and Compliance of Corporate Governance  |  |              |                           |
| 9(1)          | The company shall obtain a certificate from a practicing Professional Accountant or Secretary (Chartered Accountant or Cost and Management Accountant or Chartered Secretary) other than its statutory auditors or audit firm on yearly basis regarding compliance of conditions of Corporate Governance Code of the Commission and shall such certificate shall be disclosed in the Annual Report. | ✓  |              |                           |
| 9(2)          | The professional who will provide the certificate on compliance of this Corporate Governance Code shall be appointed by the shareholders in the annual general meeting.   | ✓  |              |                           |
| 9(3)          | The directors of the company shall state, in accordance with the Annexure-C attached, in the directors' report whether the company has complied with these conditions or not.   | ✓  |              | Compliance will continue. |

