

## Annexure IX

### Report on Compliance of Conditions of Corporate Governance Guideline of BSEC (Condition No. 7)

Status of Compliance with the conditions imposed by the Bangladesh Securities and Exchange Commission's Notification No. SEC/CMRRCD/2006-158/134/Admin/44 dated 7 August 2012 issued under section 2CC of the Securities and Exchange Ordinance, 1969 is presented below:

Condition No.	Title	Compliance Status ("√" has been put in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
<b>1</b>	<b>Board of Directors (BoD)</b>			
1.1	Board size (number of Board members - minimum 5 and Maximum 20)	√		
<b>1.2</b>	<b>Independent Directors</b>			
1.2(i)	At least one fifth (1/5) of the total number of Directors shall be Independent Directors	√		
<b>1.2(ii)</b>	<b>Independent Director means a Director:</b>			
1.2(ii)(a)	who either does not hold any share in the company or holds less than one percent (1%) shares of the total paid-up shares of the company	√		
1.2(ii)(b)	who 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(ii)(c)	who does not have any other relationship, whether pecuniary or otherwise, with the company or its subsidiary/associated companies	√		
1.2(ii)(d)	who is not a member, director or officer of any stock exchange	√		
1.2(ii)(e)	who is not a shareholder, director or officer of any member of stock exchange or an intermediary of the capital market			
1.2(ii)(f)	who is not a partner or executive or was not a partner or an executive during the preceding 3 (three) years of the company's statutory audit firm	√		
1.2(ii)(g)	who shall not be an independent director in more than 3 (three) listed companies	√		
1.2(ii)(h)	who 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 (NBF)	√		
1.2(ii)(i)	who has not been convicted for a criminal offence involving moral turpitude	√		
1.2(ii)	Independent Director(s) shall be appointed by BoD and approved by the shareholders in the Annual General Meeting (AGM)	√		
1.2(iv)	The post of independent director(s) cannot remain vacant for more than 90 (ninety) days	√		
1.2(v)	The Board shall lay down a code of conduct of all Board members and annual compliance of the code to be recorded	√		

1.2(vi)	The tenure of office of an independent director shall be for a period of 3 (three) years, which may be extended for 1 (one) term only	✓		
<b>1.3</b>	<b>Qualification of Independent Director (ID)</b>			
1.3(i)	Independent Director shall be a knowledgeable individual with integrity who is able to ensure compliance with financial, regulatory and corporate laws and can make meaningful contribution to business	✓		
1.3(ii)	Independent Director should be a Business Leader / Corporate Leader / Bureaucrat / University Teacher with Economics or Business Studies or Law background/Professionals like Chartered Accountants, Cost & Management Accountants, Chartered Secretaries. The independent director must have at least 12 (twelve) years of corporate management/professional experiences	✓		
1.3(iii)	In special cases the above qualifications may be relaxed subject to prior approval of Commission		N/A	
<b>1.4</b>	The Chairman of the Board and the Chief Executive Officer (CEO) shall be different individuals. The Chairman shall be elected from among the directors. The Board of Directors shall clearly define respective roles and responsibilities of the Chairman and the CEO	✓		
<b>1.5</b>	<b>The Director's Report shall include the following additional statements:</b>			
1.5(i)	Industry outlook and possible future developments in the industry	✓		
1.5(ii)	Segment-wise or product-wise performance	✓		
1.5(iii)	Risks and concerns	✓		
1.5(iv)	A discussion on Cost of Goods sold, Gross Profit Margin and Net Profit Margin	✓		As per law(s) details are discussed in the financial statements.
1.5(v)	Discussion on continuity of any Extra-Ordinary gain or loss		N/A	
1.5(vi)	Basis for related party transactions - a statement of all related party transactions should be disclosed in the annual report	✓		
1.5(vii)	Utilization of proceeds from public issues, rights issues and/or through any other instrument		N/A	
1.5(viii)	An explanation if the financial results deteriorate after the company goes for None Initial Public Offering (IPO)		N/A	
1.5(ix)	If significant variance occurs between Quarterly Financial performance and Annual Financial Statements, the management shall explain about the variance		N/A	
1.5(x)	Remuneration to directors including independent directors	✓		
1.5(xi)	The financial statements present fairly its state of affairs, the result of its operations, cash flows and changes in equity	✓		
1.5(xii)	Proper books of account have been maintained	✓		
1.5(xiii)	Adaptation of appropriate accounting policies & estimates	✓		
1.5(xiv)	IAS/BAS/IFRS/BFRS, as applicable in Bangladesh, have been followed and adequate disclosure for any departure	✓		
1.5(xv)	The system of Internal control is sound in design and has been effectively implemented and monitored	✓		

1.5(xvi)	Going Concern (ability to continue as going concern)	✓		
1.5(xvii)	Highlight and explain significant deviations from the last year's operating results	✓		
1.5(xviii)	Key operating and financial data of at least preceding 5 (five) years shall be summarized	✓		
1.5(xix)	Reason for non-declaration of Dividend		N/A	
1.5(xx)	The number of Board meetings held during the year and attendance by each director	✓		
1.5(xxi)	<b>Pattern of shareholding and name wise details (disclosing aggregate number of shares):</b>			
1.5(xxi)(a)	Parent/Subsidiary/Associated Companies and other related parties	✓		
1.5(xxi)(b)	Directors, Chief Executive Officer (CEO), Company Secretary (CS), Chief Financial Officer (CFO), Head of Internal Audit (HOIA) and their spouses and minor children	✓		
1.5(xxi)(c)	Executives	✓		
1.5(xxi)(d)	Shareholders holding ten percent (10%) or more voting interest in the company	✓		
1.5(xxii)	<b>In case of the appointment/re-appointment of a director, disclose:</b>			
1.5(xxii)(a)	a brief resume of the director	✓		
1.5 (xxii)(b)	nature of his/her expertise in specific functional areas	✓		
1.5 (xxii)(c)	names of companies in which the person also held the directorship and the membership of committees of the board	✓		
<b>2</b>	<b>Chief Financial Officer, Head of Internal Audit &amp; Company Secretary</b>			
2.1	Appointment of CFO, HOIA and CS and defining their respective roles, responsibilities & duties	✓		
2.2	The CFO and the CS shall attend the meeting of the Board of Directors	✓		
<b>3</b>	<b>Audit Committee</b>			
3(i)	The Audit Committee shall be the sub-committee of the BoD	✓		
3(ii)	The Audit Committee shall assist the BoD 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	✓		
3(iii)	The Audit Committee shall be responsible to the BoD. The duties of the Audit Committee shall be clearly set forth in writing	✓		
<b>3.1</b>	<b>Constitution of the Audit Committee</b>			
3.1(i)	The Audit Committee shall be composed of at least 3 members	✓		
3.1(ii)	The BoD shall appoint members of the Audit Committee who shall be directors of the company and shall include at least 1 (one) Independent Director	✓		
3.1(iii)	All members of the audit committee should be "financially literate" and at least 1 (one) member shall have accounting or related financial management experience	✓		
3.1(iv)	Expiration of the term of service of Audit Committee members making the number lower than 3 (three) and fill up the vacancy(ies) by the Board not later than 1 (one) month from the date of vacancy(ies)		N/A	

3.1(v)	The Company Secretary shall act as the secretary of the Audit Committee	✓		
3.1(vi)	The quorum of the Audit Committee meeting shall not constitute without at least 1 (one) independent director	✓		
<b>3.2</b>	<b>Chairman of the Audit Committee</b>			
3.2(i)	The BoD shall select the Chairman of the Audit Committee, who shall be an Independent Director	✓		
3.2(ii)	Chairman of the audit committee shall remain present in the AGM	✓		
<b>3.3</b>	<b>Role of Audit Committee</b>			
3.3(i)	Oversee the financial reporting process	✓		
3.3(ii)	Monitor choice of accounting policies and principles	✓		
3.3(iii)	Monitor internal Control Risk Management process	✓		
3.3(iv)	Oversee hiring and performance of external auditors	✓		
3.3(v)	Review the annual financial statements before submission to the board for approval	✓		
3.3(vi)	Review the quarterly and half yearly financial statements before submission to the board for approval	✓		
3.3(vii)	Review the adequacy of internal audit function	✓		
3.3(viii)	Review statement of significant related party transactions submitted by the management	✓		
3.3(ix)	Review Management Letters/Letter of Internal Control weakness issued by statutory auditors	✓		
3.3(x)	Disclosure to the Audit Committee about the uses/applications of IPO funds by major category (capital expenditure, sales and marketing expenses, working capital, etc.) on a quarterly basis, as a part of their quarterly declaration of financial results. Further, on an annual basis, shall prepare a statement of funds utilized for the purposes other than those stated in the prospectus		N/A	
<b>3.4</b>	<b>Reporting of the Audit Committee</b>			
<b>3.4.1</b>	<b>Reporting to the Board of Directors</b>			
3.4.1(i)	Reporting to BoD on the activities of the Audit Committee	✓		
3.4.1(ii)(a)	Reporting to BoD on conflicts of interests	✓		
3.4.1(ii)(b)	Reporting to BoD on any fraud or irregularity or material defect in the internal control system	✓		
3.4.1(ii)(c)	Reporting to BoD on suspected infringement of laws	✓		
3.4.1(ii)(d)	Reporting to BoD on any other matter	✓		
3.4.2	Reporting to BSEC (if any material impact on the financial condition & results of operation, unreasonably ignored by the management)	✓		
3.5	Reporting to the Shareholders of Audit Committee activities, which shall be signed by the Chairman and disclosed in the Annual Report	✓		
<b>4</b>	<b>External/Statutory Auditors</b>			
4(i)	Non-engagement in appraisal or valuation services or fairness opinions	✓		
4(ii)	Non-engagement in designing and implementation of Financial Information System	✓		

4(iii)	Non-engagement in Book Keeping or other services related to the accounting records or financial statements	✓		
4(iv)	Non-engagement in Broker-dealer services	✓		
4(v)	Non-engagement in actuarial services	✓		
4(vi)	Non-engagement in internal audit services	✓		
4(vii)	Non-engagement in any other services that the Audit Committee determines	✓		
4(viii)	No partner or employees of the external audit firms shall possess any share of the company during the tenure of their assignment	✓		
4(x)	Audit/certification services on compliance of corporate governance as required under clause (j) of condition No. 7	✓		
<b>5</b>	<b>Subsidiary Company</b>			
5(i)	Provisions relating to the composition of the BoD of the holding company shall be made applicable to the composition of the BoD of the subsidiary company			N/A
5(ii)	At least 1(one) Independent Director on the BoD of the holding company shall be a director on the BoD of the subsidiary company			N/A
5(iii)	The minutes of the Board meeting of the subsidiary company shall be placed for review at the following Board meeting of the holding company			N/A
5(iv)	The minutes of the respective Board Meeting of the holding company shall state that they have reviewed the affairs of the subsidiary company also			N/A
5(v)	The Audit committee of the holding company shall also review the financial statements, in particular the investments made by the subsidiary company			N/A
<b>6</b>	<b>Duties of Chief Executive Officer (CEO) and Chief Financial Officer (CFO)</b>			
6(i)	The CEO and CFO shall certify to the Board that they have reviewed financial statements for the year and that to the best of their knowledge and belief	✓		
6(i)(a)	These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading	✓		
6(i)(b)	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	✓		
6(ii)	There are, to the best of knowledge and belief, no transactions entered into by the company during the year which are fraudulent, illegal or violation of the company's code of conduct	✓		
<b>7</b>	<b>Reporting and Compliance of Corporate Governance</b>			
7(i)	Obtaining certificate from a practicing Professional Accountant/Secretary regarding compliance of conditions of Corporate Governance Guidelines of the BSEC and include in the Annual Report	✓		
7(ii)	Directors statement in the directors' report whether the company has complied with these conditions	✓		