

**DIRECTORS' REPORT**  
(For the Financial Year ended on 31.03.2025)

To,  
The Members of  
**Rajasthan Flexible Packaging Limited**  
Plot No 3, 2<sup>nd</sup> Floor, Shatabdi House Local Shopping Center,  
Rohit Kunj, Pitampura, Delhi-110034

The Directors of your Company are pleased to present the Sixteenth (16<sup>th</sup>) Annual Report on the business and operations of the Company along with the Audited Annual Accounts for the financial year ended 31<sup>st</sup> March, 2025.

**1. FINANCIAL RESULTS**

The Board of Directors is pleased to present the financial performance of the Company for the financial year ended 31<sup>st</sup> March, 2025. The Board's Report has been prepared based on the audited standalone financial statements of the Company, in accordance with the applicable provisions of the Companies Act and relevant accounting standards.

A summary of the key financial results for the current financial year as compared to the previous financial year is provided below:

*(All amount in INR are in Thousands)*

	<b>Year Ended 31.03.2025</b>	<b>Year Ended 31.03.2024</b>
Total Income	19,80,393.525	20,64,030.656
Total Expenses	18,79,509.625	18,42,788.110
Profit before exceptional & extraordinary items and tax	1,00,883.899	-
Exceptional Items	9,311.657	-
Profit (Loss) during the year before Tax	<b>91,572.242</b>	<b>2,21,242.547</b>
Less: Current tax	13,039.483	38,655.498
Less: Deferred Tax	12,474.602	26,571.112
Less: Tax for earlier years	2,130.004	-
Profit (Loss) after tax	<b>63,928.153</b>	<b>1,56,015.937</b>
Add: Accumulated profit brought forward	1,75,672.829	19,656.892
Add: Opening Balance of Securities Premium	79,907.414	68,091.400
Add: Share Application Money Premium	-	11,816.014
Balance Profit carried over to Balance Sheet	<b>3,19,508.395</b>	<b>2,55,580.243</b>

## **2. DIVIDEND**

The Board does not recommend any dividend payment for the financial year 2024-25.

## **3. TRANSFER TO RESERVES**

Your directors do not propose to transfer any amount to general reserves and the entire amount of profit for the year forms part of the surplus account.

## **4. INFORMATION ON THE STATE OF AFFAIRS OF THE COMPANY**

During the financial year 2024–25, the Company recorded total revenue from operations of Rs. 19,47,558.740 thousand, representing a decline of 5.50% compared to Rs. 2,060,940.872 thousand in the previous financial year (2023–24). The decrease in revenue was primarily attributable to the market fluctuations, lower demand in certain segments, pricing pressures, etc. Despite the dip in revenue, the Company remained profitable and reported a net profit of Rs. 63,928.153 thousand for the year under review. The earnings per share (EPS) stood at Rs. 12.79 for FY 2024–25, compared to Rs. 31.21 in the previous year. The reduction in EPS is a result of the overall decline in net income; however, the business fundamentals remain strong.

The Board remains optimistic about the Company's growth trajectory and long-term prospects. Several strategic initiatives undertaken during the year, are expected to enhance operational efficiency and contribute to improved financial performance in the coming years.

## **5. CHANGE IN THE NATURE OF BUSINESS**

There has been no change in the nature of business of the Company during the financial year 2024–25. The Company continued to operate in its existing line of business without any alteration or diversification in its core activities.

## **6. MATERIAL CHANGES AND COMMITMENT**

No material changes or commitments affecting the financial position of the Company have occurred between the end of the financial year under review and the date of this Report.

## **7. SIGNIFICANT AND MATERIAL ORDERS**

No significant or material orders have been passed by any regulators, courts, or tribunals that would impact the Company's going concern status or its future operations.

## **8. DETAILS OF SUBSIDIARY/JOINT VENTURES/ASSOCIATE COMPANIES**

As on 31<sup>st</sup> March, 2025, the Company has no subsidiary, associate company, or joint venture within the meaning of the Companies Act, 2013.

## **9. PERFORMANCE AND FINANCIAL POSITION OF EACH OF THE SUBSIDIARIES, ASSOCIATES AND JOINT VENTURE COMPANIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENT**

The consolidation of financial accounts is not applicable to your company.

## **10. DEPOSITS**

During the year, the company has not accepted any deposits within the meaning of the provisions of Section 73 of the Companies Act, 2013 and rules made thereunder.

However, loans from directors stood at Rs. 2,22,007.864 thousand as on year end.

## **AUDITORS**

### **a) Statutory Auditors**

M/s Aggarwal Dinesh & Co., Chartered Accountants (Firm Registration Number: 0006346N), were appointed as the Statutory Auditors of the Company at the Annual General Meeting held on 30<sup>th</sup> September 2024, in accordance with the provisions of Section 139 of the Companies Act, 2013, and the applicable rules framed thereunder. Their tenure is valid until the conclusion of the 20<sup>th</sup> Annual General Meeting, scheduled to be held in the year 2029.

The Statutory Auditors have submitted a confirmation affirming that they continue to fulfill the eligibility criteria and are not disqualified from holding office as auditors of the Company under the provisions of the Companies Act, 2013, and the rules prescribed thereunder.

### **Director's Comment on Auditors' Disclaimer**

The Statutory Audit Report for the financial year 2024-25 is free from any qualifications, reservations, adverse remarks, or disclaimers and therefore does not require any further explanations, clarifications, or comments. Additionally, the Auditors have not reported any instances of fraud during the year, as required under sub-section (12) of Section 143 of the Companies Act, 2013.

### **b) Cost Auditors**

Pursuant to the provisions of Section 148 of the Companies Act, 2013 read with the Companies (Cost Records and Audit) Rules, 2014, the Company is required to maintain cost records as prescribed by the Central Government and accordingly such accounts and records have been made and maintained for the financial year under review.

Further, the Company is also required to have the audit of cost records conducted by a Cost Auditor. Accordingly, the Board of Directors, has appointed M/s. MM& Co., Cost Accountants (Firm Registration No. 47472), as the Cost Auditor of the Company for the financial year 2024-25, at a remuneration as approved by the Board. The remuneration is subject to ratification by the shareholders at the ensuing Annual General Meeting, in accordance with the provisions of Section 148(3) of the Companies Act, 2013.

### **c) Secretarial Auditor**

The provisions of Section 204 of the Companies Act, 2013, relating to the appointment of Secretarial Auditors, was not applicable to the Company for the financial year under review.

### **d) Internal Auditor**

M/s Khiwani Sood & Associates, Chartered Accountants (Firm Regn No 040433N), served as the Internal Auditors for the financial year 2024-2025. Their audit reports were reviewed and approved by the Audit Committee, which evaluated the effectiveness of the internal audit function.

## 11. SHARE CAPITAL

### a) Authorized Share Capital

As of 31<sup>st</sup> March 2025, the Authorized Share Capital of the Company was Rs. 5,00,00,000/- (Rupees Five Crores Only), divided into 50,00,000 (Fifty Lakh) Equity Shares of Rs. 10/- (Rupees Ten Only) each.

There was no change in the authorized share capital of the Company during the year.

### b) Paid up Share Capital of the Company

As on 31<sup>st</sup> March 2025, the Paid-up Share Capital of the Company was Rs. 4,99,95,940/- (Rupees Four Crores Ninety-Nine Lakhs Ninety-Five Thousand Nine Hundred and Forty Only) divided into 49,99,594 (Forty-Nine Lakhs Ninety-Nine Thousand Five Hundred and Ninety-Four) Equity Shares of Rs. 10/- (Rupees Ten Only) each.

During the reporting period, the Company has not issued or allotted any equity shares, preference shares, sweat equity shares, or employee stock options, nor has it undertaken any buy-back of shares. Accordingly, there has been no change in the paid-up share capital of the Company during the financial year 2024-2025.

## 12. PARTICULARS OF CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO

Particulars	Remarks
<b>(a) Conservation of the energy:</b>	The provisions of Section 134(3)(m) of the Companies Act, 2013 read with Rule 8 of the Companies (Accounts) Rules, 2014 relating to Conservation of Energy and Technology Absorption are not applicable to the Company for the financial year under review.  However, the management remains committed to efficient resource utilization and has undertaken appropriate measures to conserve energy. Continuous efforts are made to optimize energy consumption and improve operational efficiency wherever possible.
Steps taken to impact on conservation	
Steps taken for utilization of alternate sources of energy	
Capital investment on the Conservation equipment's	
<b>(b) Technology absorption:</b>	
Efforts made for technology absorption	
Benefit derived	
Expenditure on Research & Development	
Details of technology imported, if any	
Year of Import	
Whether imported technology fully absorbed	
Areas where absorption of imported technology has not taken place	
<b>(c) Foreign Exchange Earning/Outgo:</b>	
Earning in Indian Rupees	Rs. 1,51,42,52,674.45
Outgo in Indian Rupees	Rs. 1,13,10,895.24

### **13. CORPORATE SOCIAL RESPONSIBILITY (CSR)**

The provisions of Corporate Social Responsibility (CSR) apply to the Company as its profit in the preceding financial year exceeded Rs. Five Crores. However, as the required CSR expenditure is less than Rs. Fifty

Lakhs, the Company is not mandated to constitute a CSR Committee under Section 135 of the Companies Act, 2013. Accordingly, the Board of Directors assumes full responsibility for overseeing the implementation of the Company's CSR initiatives, monitoring ongoing projects, and ensuring compliance with all applicable statutory requirements.

The Company has spent the requisite amount during the financial year 2024-25. The detailed CSR report is enclosed as **Annexure-I** and forms an integral part of this Report.

### **14. PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS UNDER SECTION 186**

During the year under review, the Company has not granted any loans, provided any corporate guarantees, or made any investments as covered under Section 186 of the Companies Act, 2013. However, details of advances extended by the Company, in the ordinary course of business, are disclosed in Note Nos. 14 and 18 of the financial statements.

### **15. PREVENTION OF SEXUAL HARASSMENT**

Your Company is committed to maintaining a safe and harassment-free workplace for all employees. It strives to foster an environment free from discrimination and harassment, including sexual harassment.

In line with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), the Company upholds the fundamental right to gender equality and is dedicated to preventing and addressing any form of sexual harassment at the workplace.

To this effect, the Company has implemented a comprehensive policy on the prevention of sexual harassment, fully complying with the provisions and rules under the POSH Act. The Company has adhered to all applicable requirements during the financial year.

The Company is also committed to promoting a safe and healthy work environment for all employees.

The details regarding complaints of sexual harassment during the year are as follows:

- a. Number of complaints received: 0
- b. Number of complaints disposed of: 0
- c. Number of cases pending for more than ninety days: 0

### **16. COMPLIANCE OF THE PROVISIONS RELATING TO THE MATERNITY BENEFIT ACT, 1961**

During the reporting period, there were no requests for maternity leave or related benefits from women employees; hence, the provisions of the Maternity Benefit Act, 1961 were not directly invoked. Nevertheless, the Company has taken all necessary steps to ensure the health, welfare, and rights of eligible women employees in alignment with the requirements of the Act.

## 17. DIRECTORS

### A) COMPOSITION

As on 31<sup>st</sup> March, 2025, the Board of Directors of the Company comprised the following members:

S. No.	Name of Director/ KMP	DIN/PAN	Designation
1.	Mr. Rajinder Singh Yadav	00300069	Director
2.	Mr. Madhur Yadav	00376449	Director
3.	Mr. Kamlesh Yadav	02763897	Director
4.	Mr. Himanshu Joshi	06514252	Director
5.	Mr. Tribhuvan Yadav	00300176	Director
6.	Mr. Rakesh Yadav	08490555	Director
7.	Mr. Karan Yadav	10161694	Independent Director
8.	Mr. Jagdish Prasad Jat**	08490542	Independent Director

\*\* Resigned w.e.f 31<sup>st</sup> March, 2025

### B) INDUCTION, RE-APPOINTMENT AND RESIGNATION

#### Resignation:

a. Mr. Jagdish Prasad Jat (DIN: 08490542), resigned from the position of Independent Director of the Company with effect from March 31, 2025.

Further, subsequent to the conclusion of the financial year 2024–25, Mr. Nitish Aggarwal (DIN: 08929504) was appointed as an Independent Director on the Board of the Company with effect from 1<sup>st</sup> April, 2025.

In accordance with Section 152(6) of the Companies Act, 2013, Mr. Rakesh Yadav (DIN: 08490555) and Mr. Rajinder Singh Yadav (DIN: 00300069) are liable to retire by rotation at the forthcoming Annual General Meeting and, being eligible, have offered themselves for re-appointment. The Board recommends their re-appointment, as set out in Item Nos. 2 and 3 of the AGM Notice.

### C) DECLARATION BY AN INDEPENDENT DIRECTORS

The Company has received declarations from all Independent Directors confirming that they meet the criteria of independence as prescribed under Section 149 of the Companies Act, 2013. In the opinion of the Board, all Independent Directors possess the requisite integrity, expertise, and experience. Furthermore, all Independent Directors have duly registered themselves with the databank maintained by the Indian Institute of Corporate Affairs (IICA), in compliance with Rule 6 of the Companies (Appointment and Qualification of Directors) Rules, 2014.

### D) FORMAL ANNUAL EVALUATION

The requirement for the Board of Directors to conduct a formal annual evaluation as per the provisions of Section 134(3)(p) of the Companies Act, 2013, read with Rule 8(4) of the Companies (Accounts) Rules, 2014, is not applicable to the Company.

## 18. NUMBER OF MEETINGS HELD:

### (a) Board Meetings:

During the financial year 2024–25, the Board of Directors held 14 (Fourteen) meetings, with agenda papers and relevant documents circulated in advance to enable informed and effective decision-making.

S. No	Date	Total Number of directors as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	15 <sup>th</sup> April, 2024	8	8	100
2	20 <sup>th</sup> April, 2024	8	8	100
3	30 <sup>th</sup> April, 2024	8	8	100
4	15 <sup>th</sup> May, 2024	8	8	100
5	21 <sup>st</sup> May, 2024	8	8	100
6	15 <sup>th</sup> June, 2024	8	8	100
7	24 <sup>th</sup> June, 2024	8	8	100
8	9 <sup>th</sup> July, 2024	8	8	100
9	9 <sup>th</sup> August, 2024	8	8	100
10	7 <sup>th</sup> September, 2024	8	8	100
11	16 <sup>th</sup> October, 2024	8	8	100
12	1 <sup>st</sup> December, 2024	8	8	100
13	6 <sup>th</sup> February, 2025	8	8	100
14	31 <sup>st</sup> March, 2025	8	7	87.5

### (b) Independent Director Meetings

During the financial year 2024–25, a separate meeting of the Independent Directors was convened to review the performance of Non-Independent Directors, the overall functioning of the Board, and to consider matters as specified under Schedule IV of the Companies Act, 2013.

S. No	Date	Total Number of directors as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	1 <sup>st</sup> March, 2025	2	2	100

### (c) Audit Committee Meetings

During the financial year 2024–25, 4 (Four) meetings of the Audit Committee were held in compliance with the applicable regulatory requirements.

S. No	Date	Total Number of directors as on the date of meeting	Attendance	
			Number of directors attended	% of attendance

1	15 <sup>th</sup> May, 2024	3	3	100
2	15 <sup>th</sup> June, 2024	3	3	100
3	7 <sup>th</sup> September, 2024	3	3	100
4	26 <sup>th</sup> December, 2024	3	3	100
5	3 <sup>rd</sup> March, 2025	3	3	100

(d) Nomination and Remuneration Committee Meetings

During the financial year 2024–25, 4 (Four) meetings of the Nomination and Remuneration Committee were held in compliance with the applicable regulatory requirements.

S. No	Date	Total Number of directors as on the date of meeting	Attendance	
			Number of directors attended	% of attendance
1	20 <sup>th</sup> April, 2024	3	3	100
2	7 <sup>th</sup> September, 2024	3	3	100
3	1 <sup>st</sup> December, 2024	3	3	100
4	3 <sup>rd</sup> March, 2025	3	3	100

(e) General Meetings

During the period under review, two shareholders' meetings were held namely:

S. No	Type of Meeting	Date
1	Annual General Meeting	30-09-2024
2	Extra-Ordinary General Meeting	15-06-2024
3	Extra-Ordinary General Meeting	26-12-2024
4	Extra-Ordinary General Meeting	29-03-2025

## 19. AUDIT COMMITTEE

The Audit Committee, constituted in accordance with Section 177 of the Companies Act, 2013, read with Rules 6 and 7 of the Companies (Meetings of the Board and its Powers) Rules, 2013, continues to function effectively in overseeing financial reporting, internal controls, and audit processes.

As on March 31, 2025, the composition of the Audit Committee is as follows:

Name	Designation	Position
Mr. Karan Yadav	Independent Director	Chairman & Member
Mr. Madhur Yadav	Director	Member
Mr. Tribhuvan Yadav	Director	Member

Further, there were no instances during the financial year where any recommendation of the Audit Committee was not accepted by the Board.

## **20. NOMINATION AND REMUNERATION POLICY**

The Nomination and Remuneration Committee is responsible for formulating the Company's policy on the appointment and remuneration of Directors, including Whole-time Directors, on behalf of the Board and shareholders.

The Company has a Nomination and Remuneration Policy in place, as recommended by the Committee and approved by the Board, in accordance with Section 178(1) of the Companies Act, 2013. The policy sets out the criteria for appointment, including qualifications, positive attributes, and independence of Directors, and continues to guide the Company's governance and remuneration practices.

An extract of the policy is attached as **Annexure-II** and forms part of this Report.

As on 31<sup>st</sup> March, 2025, the composition of the Nomination and Remuneration Committee is as follows:

<b>Name</b>	<b>Designation</b>	<b>Position</b>
Mr. Karan Yadav	Independent Director	Chairman & Member
Mr. Madhur Yadav	Director	Member
Mr. Tribhuvan Yadav	Director	Member

All recommendations made by the Committee during the year were duly considered and accepted by the management.

## **21. PARTICULARS OF CONTRACTS OR ARRANGEMENTS OR TRANSACTIONS WITH RELATED PARTIES**

During the year, the Company has entered into contract(s) or arrangement(s) with related parties as defined under section 188 of the Companies Act, 2013. The disclosures of Related Party Transactions as required under 134(3) (h) of Companies Act, 2013 and Rule 8 of the Companies (Account) Rule, 2014 in Form AOC-2 is annexed as **Annexure –III**.

## **22. PARTICULARS OF EMPLOYEES AND OTHER DISCLOSURES**

There are no such employees whose statement of particulars is required to be given pursuant Section 197(12) of the Companies Act, 2013 read with Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014.

## **23. NUMBER OF EMPLOYEES AS ON THE CLOSURE OF FINANCIAL YEAR**

As on 31<sup>st</sup> March, 2025, the total number of employees on the rolls of the Company stood as follows:

Female	41
Male	361
Transgender	0

The Company is committed to diversity, equity, and inclusion in the workplace.

## **24. REMUNERATION OF THE DIRECTORS**

During the year company has paid managerial remuneration amounting to Rs. 38466 thousand during the year under review.

## **25. HUMAN RESOURCES**

The Company continued to maintain harmonious and cordial industrial relations during the year under review. The management recognizes that human capital is a key asset and remains committed to fostering a positive work environment that encourages performance, growth, and employee well-being. Various initiatives were undertaken to enhance employee engagement, training, and development.

## **26. ADEQUACY OF INTERNAL FINANCIAL CONTROL**

The Company has in place an adequate internal control system commensurate with its size and the nature of its business operations. These internal controls are designed to ensure:

- a. Safeguarding and proper utilization of the Company's assets
- b. Accurate and reliable maintenance of accounting records
- c. Integrity and reliability of financial and operational information for decision-making, and
- d. Compliance with applicable laws, regulations, and internal policies.

During the year, these controls were tested, and no significant weaknesses were identified.

The Audit Committee approves an annual audit plan to evaluate the effectiveness of internal controls, processes, policies, accounting practices, and compliance with laws. Corrective actions are taken based on internal audit findings, and significant observations along with responses are regularly reported to the Committee.

## **27. RISK MANAGEMENT FRAMEWORK**

The Company has established a comprehensive risk management framework to identify, assess, monitor, and mitigate various risks associated with its business operations. Adequate procedures and controls have been laid down to ensure timely detection and effective management of potential risks, including operational, financial, strategic, regulatory, and environmental risks.

The Company regularly reviews its risk exposure and implements measures to eliminate or minimize them to the extent possible.

## **28. EXTRACT OF ANNUAL RETURN**

In terms of Section 92 and Section 134 of the Companies Act, 2013 read with Rule 12 of the Companies (Management and Administration) Rules, 2014, the Annual Return of the Company in the prescribed form will be available on the Company's website at the web link <https://www.rajasthanpackaging.com/images/csr-policy.pdf>

## **29. DIRECTORS' RESPONSIBILITY STATEMENT**

In pursuance to clause (c) of sub section (3) of Section 134 of the Companies Act, 2013, the Directors of your Company hereby confirm that:

- a. in the preparation of the annual accounts, the applicable accounting standards had been followed along with proper explanation relating to material departures;
- b. the directors had selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the company at the end of the financial year and of the profit and loss of the company for that period;
- c. the directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;
- d. the directors had prepared the annual accounts on a going concern basis;
- e. the directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

## **30. COMPLIANCE WITH SECRETARIAL STANDARDS**

Your Company is dedicated to adhering to the highest standards of Corporate Governance. It has complied with the requirements of the Secretarial Standards issued by the Institute of Company Secretaries of India (ICSI) and notified by the Ministry of Corporate Affairs (MCA) as applicable.

## **31. DETAILS OF APPLICATION MADE OR ANY PROCEEDING PENDING UNDER THE INSOLVENCY AND BANKRUPTCY CODE, 2016**

During the year under review, there was no application made or proceeding pending in the name of the Company under the Insolvency and Bankruptcy Code, 2016.

## **32. DETAILS OF DIFFERENCE BETWEEN VALUATION AMOUNT ON ONE TIME SETTLEMENT AND THE VALUATION WHILE AVAILING LOAN FROM THE BANKS OR FINANCIAL INSTITUTIONS**

During the year, there was no instance of one-time settlement with any Bank or Financial Institution.

## **33. WEB LINK OF ANNUAL RETURN, IF ANY**

As per the provisions of Section 92(3) of the Companies Act, 2013, the Annual Return of the Company for the financial year ended March 31, 2025 will be filed with the Registrar of Companies within the prescribed time. After filing, the Annual Return will be made available on the website of the Company <https://www.rajasthanpackaging.com>.

### **34. ACKNOWLEDGEMENTS**

The Board of Directors sincerely appreciates the support and cooperation extended by financial institutions, banks, government and regulatory authorities, members, and employees throughout the year under review.

On behalf of the Board of Directors  
**For Rajasthan Flexible Packaging Limited**

**Sd/-**

**Sd/-**

**Madhur Yadav  
(Director)**

**DIN: 00376449**

**Add: House No.-132,  
Khedaki Virbhan, Kotputli,  
Jaipur, Rajasthan-303108**

**Tribhuvan Yadav  
(Director)**

**DIN: 00300176**

**Add: H.No.-922, Sector- 17 B,  
Gurgaon, Haryana-122001**

**Date: 4<sup>th</sup> September, 2025**

**Place: New Delhi**

## Annexure-I

### ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY [CSR] ACTIVITIES FOR THE FINANCIAL YEAR 2024-25

#### 1. A brief outline of the Company's CSR Policy:

Corporate Social responsibility has always been at the forefront of the operating philosophy of the Company. The Company makes consistent efforts to contribute to socially responsible activities. Corporate Social Responsibility ("CSR") at the Company is portrayed in the deep symbiotic relationship that the Company enjoys with the communities with which it is engaged.

As a responsible corporate citizen, the Company tries to contribute for social and health causes on a regular basis. The Company is NOT required to constitute CSR Committee as the amount to be spent by the Company under Sub Section (5) of Section 135 of the Companies Act, 2013 does not exceed Fifty Lakh rupees. Therefore, the functions of the Corporate Social Responsibility Committee are being discharged by the Board of Directors of the Company ("**Board**").

The Company has framed CSR Policy in accordance with Section 135 read with Schedule VII to the Companies Act, 2013 and related amendments, notifications, circulars, removal of difficulty orders etc. (the "**Act**") and the Companies (Corporate Social Responsibility Policy) Rules, 2014 framed thereunder ("**CSR Rules**") and all other applicable provisions of the Act, if any.

#### The CSR Vision of the Company:

To assist the organisations related to providing health facilities to the under privileged in the Society.

#### CSR Activities of the Company:

As part of its Corporate Social Responsibility initiatives, the Company made a contribution to **Aushadh Daanam Ayurvedic Evam Prakratik Chikitsa Kendra**, a registered trust engaged in health and wellness initiatives.

The donated funds were utilized towards the implementation of the following projects:

- a) Promotion of organic agriculture and sustainable farming practices
- b) Research and development in the field of Ayurvedic medicine
- c) Distribution of free medicines and medical treatment to the underprivileged
- d) Awareness and promotion of Ayurvedic and Naturopathy systems of medicine
- e) Establishment of Ayurvedic and Naturopathy wellness centres
- f) Development and promotion of Yoga and Meditation practices for public well-being

*These activities are aligned with the Company's commitment to promoting holistic health, environmental sustainability, and inclusive community development under its CSR policy.*

Further, the Company also contributed to the NGO "**Ek Kadam Gaon Ki Aur**," based in Kotputli-Behror, Rajasthan. The organization is committed to the holistic development of rural communities through a wide range of socially impactful initiatives.

The donated funds were utilized towards projects focused on:

- a) Education and Literacy Support
- b) Environmental Protection and Sustainability
- c) Social Upliftment of Underprivileged Groups
- d) Healthcare and Medical Assistance
- e) Tree Plantation and Green Initiatives

*These activities align with the Company's CSR focus areas and reflect its ongoing commitment to inclusive and sustainable community development.*

2. **Provide the web-link where Composition of CSR committee, CSR Policy and CSR projects approved by the board are disclosed on the website of the company: The provisions relating to the CSR Committee are not applicable to the Company. Further details are available at: <https://www.rajasthanpackaging.com/images/csr-policy.pdf>**
3. **Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable: Not Applicable**
4. (a) **Average net profit of the company as per sub-section (5) of section 135** : Rupees 9,98,57,386/-
- (b) **Two percent of average net profit of the company as per sub-section (5) of section 135** : Rupees 19,97,149/-
- (c) **Surplus arising out of the CSR projects, programmes, or activities of the previous financial years** : NIL
- (d) **Amount required to be set off for the financial year, if any** : NIL
- (e) **Total CSR obligation for the financial year [(b)+(c)-(d)]** : Rupees 19,97,149/-
5. (a) **Amount spent on CSR Projects (both Ongoing Project and other than Ongoing Project)** : Rupees 19,97,149/-
- (b) **Amount spent on Administrative Overheads** : NIL
- (c) **Amount spent on Impact Assessment, if applicable** : NIL
- (d) **Total amount spent for the Financial Year [(b)+(c) +(d)]** : Rupees 19,97,149/-
- (e) **CSR amount spent or unspent for the financial year:**

Total Amount Spent for the Financial Year (in Rupees)	Amount Unspent (in Rupees)				
	Total Amount Transferred to Unspent CSR Account as per section 135(6)		Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5)		
	Amount	Date of Transfer	Name of fund	Amount (in Rupees)	Date of Transfer
19,97,149/-	NIL	Not Applicable	-	-	-

(f) Excess amount for set-off, if any:

Sl. No.	Particulars	Amount
(1)	(2)	(3)
(i)	Two percent of the average net profit of the Company as per section 135(5)	NIL
(ii)	Total amount spent for the financial year	NIL
(iii)	Excess amount spent for the financial year [(II) – (I)]	NIL
(iv)	Surplus arising out of CSR Projects of the previous financial year	NIL
(v)	Amount available for set of in succeeding financial year	NIL

6. Details of Unspent Corporate Social Responsibility amount for the preceding three Financial Years:

1	2	3	4	5	6		7	8
Sl. No.	Preceding Financial Year	Amount Transferred to unspent CSR Account under section 135 (6) (in Rupees)	Balance Amount in Unspent CSR Account under subsection (6) of section 135 (in Rupees)	Amount spent in the reporting Financial Year (in Rupees)	Amount transferred to any fund specified under Schedule VII as per section 135(6), if any		Amount remaining to be spent in succeeding financial years (in Rupees)	Deficiency, if Any
					Amount (in Rupees)	Date of Transfer		
1.	21-22	-	-	-	-	-	-	-
2.	22-23	-	-	-	-	-	-	-
3.	23-24	-	-	-	-	-	-	-

7. Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the Financial Year: NO

Number of Capital assets created/ acquired:

- NIL -

Furnish the details relating to such asset(s) so created or acquired through Corporate Social Responsibility amount spent in the Financial Year:

Sl. No.	Short particulars of the property or asset(s) [including complete address and location of the property]	Pin code of the property or asset(s)	Date of creation	Amount of CSR amount spent	Details of entity/ Authority/ beneficiary of the registered owner
(1)	(2)	(3)	(4)	(5)	(6)

	-	-	-	-	CSR Registration Number, if applicable	Name	Registered address
- NIL -							

8. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per section 135(5):

-Not Applicable-

On behalf of the Board of Directors  
For Rajasthan Flexible Packaging Limited

Sd/-

Sd/-

Madhur Yadav  
(Director)

Tribhuvan Yadav  
(Director)

DIN: 00376449

DIN: 00300176

Date: 4<sup>th</sup> September, 2025

Place: New Delhi

Add: House No.-132,  
Khedaki Virbhan, Kotputli,  
Jaipur, Rajasthan-303108

Add: H.No.-922, Sector- 17 B,  
Gurgaon, Haryana-122001

## Annexure-II

### NOMINATION POLICY

#### RAJASTHAN FLEXIBLE PACKAGING LIMITED

#### NOMINATION AND REMUNERATION POLICY IN ACCORDANCE WITH SECTION 178 OF COMPANIES ACT, 2013

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##### 3. Definition

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### **1. Introduction**

Rajasthan Flexible Packaging Limited considers human resources as its invaluable assets. This policy aims to harmonize the aspirations of the directors / employees with the goals of the Company. Human capital is a strategic source of value creation. As part of our progressive HR philosophy, it is necessary to have in place a comprehensive Nomination and Remuneration Policy, which is in line with the industry trend and is employee friendly. The Board of Directors of the Company constituted the 'Nomination and Remuneration Committee' effective from 1<sup>st</sup> April, 2018. The main purpose of the Nomination and Remuneration Committee is to evaluate and approve the Remuneration plans, policies and programs for the directors and senior management of our Company.

### **2. Objective**

The Nomination and Remuneration Committee and this Policy shall be in compliance with Section 178 of the Companies Act, 2013 read along with the applicable rules thereto. The key objectives of the Committee would be:

- i. To guide the Board in relation to appointment and removal of Directors, Key Managerial Personnel and other Senior Management.
- ii. To evaluate the performance of the members of the Board and provide necessary report to the Board for further evaluation by the Board.
- iii. To recommend to the Board on remuneration payable to the Directors, Key Managerial Personnel and Senior Management.
- iv. To provide to Key Managerial Personnel and Senior Management reward linked directly to their effort, performance and achievement relating to the Company's operations.
- v. To retain, motivate and promote talent and to ensure long term sustainability of talented managerial personnel and create competitive advantage.
- vi. To devise a policy on Board diversity.

### 3. Definitions

“**Act**” means the Companies Act, 2013 and Rules framed there under, as amended from time to time.

“**Board**” means Board of Directors of the Company.

“**Directors**” means Directors of the Company.

“**Independent Director**” means an Independent Director as defined under section 149(6) of the Companies Act, 2013

“**Key Managerial Personnel or KMP**” means Company Secretary as mentioned in Rule 8A to section 203 of Companies Act, 2013, and

“**Senior Management**” means personnel of the company who are members of its core management team excluding the Board of Directors including Functional Heads.

### 4. Role of Committee

#### 4.1 Matters to be dealt with, perused and recommended to the Board by the Nomination and Compensation Committee

The Committee shall:

- i. Formulate the criteria for determining qualifications, positive attributes and independence of a director.
- ii. Identify persons who are qualified to become Director and persons who may be appointed in Key Managerial and Senior Management positions in accordance with the criteria laid down in this policy.
- iii. Recommend to the Board, appointment and removal of Director, Key Managerial Personnel (KMP) and Senior Management Personnel.

#### 4.2 Policy for appointment and removal of Director, KMP and Senior Management:

##### i) Appointment criteria and qualifications:

##### a. Qualification & Expertise

- ✓ A person should possess adequate qualification, expertise and experience for the position he / she is considered for appointment. The Committee has discretion to decide whether qualification, expertise and experience possessed by a person is sufficient / satisfactory for the concerned position.
- ✓ The Committee shall identify and ascertain the integrity, qualification, expertise and experience of the person for appointment as Director, KMP or at Senior Management level and recommend to the Board his / her appointment.

## **b. Age Limit**

- ✓ The Company shall not appoint or continue the employment of any person as Whole-time Director or Managing Director or Manager who is below the age of Twenty-One years or has attained the age of seventy years. Provided that the term of the person holding this position may be extended beyond the age of seventy years with the approval of shareholders by passing a special resolution based on the explanatory statement annexed to the notice for such motion indicating the justification for extension of appointment beyond seventy years.
- ✓ However, there is no such limit for appointment of senior management and Directors other than Whole-time Director or Managing Director or Manager.

## **ii) Term of appointment:**

### ***a) Managing Director/Whole-time Director:***

The Company shall appoint or re-appoint any person as its Managing Director, Executive Director and manager for a term not exceeding five years at a time. No re-appointment shall be made earlier than two years before the expiry of term.

### ***b) Independent Director:***

- Any person to become Independent Director must comply the terms of qualification as defined under section 149(6) & (7) of the Companies Act, 2013 and rules made thereunder and shall be appointed as per the procedure laid down under the provisions of the Companies Act, 2013, rules made thereunder, or any other enactment for the time being in force.
- An Independent Director shall hold office for a term up to five consecutive years on the Board of the Company and will be eligible for re-appointment on passing of a special resolution by the Company and disclosure of such appointment in the Board's report.
- No Independent Director shall hold office for more than two consecutive terms, but such Independent Director shall be eligible for appointment after expiry of three years of ceasing to become an Independent Director. Provided that an Independent Director shall not, during the said period of three years, be appointed in or be associated with the Company in any other capacity, either directly or indirectly.
- An Independent Director shall possess appropriate skills, experience and knowledge in one or more fields of finance, law, management, sales, marketing, administration, research, corporate governance, technical operations or other disciplines related to the Company's business.

## **iii) Evaluation:**

### ***a) For Executive Directors and Non-Executive Non-Independent Directors***

The Committee shall carry out evaluation of performance of every Director, KMP and Senior Management Personnel at regular interval (yearly) in consultation with the Independent Directors of the Company.

**b) For Independent Directors**

Evaluation of Independent Director shall be carried on by the entire Board of the Company except the Director getting evaluated. The Criteria for evaluation of performance of Independent Directors should be in the format as laid down below:

**Name of the Director:** \_\_\_\_\_

Rating scale shall be 1 to 10 (1 being least effective and 10 being most effective)

Criteria for Evaluation	Sub-Criteria for Evaluation	Rating
Attendance	Attendance and contribution at Board and Committee meetings	
Based on in general knowledge, skills and job profile	His/her stature, appropriate mix of expertise, skills, behavior, experience, leadership qualities, sense of sobriety and understanding of business, strategic direction to align company's value and standards. His knowledge in the area of expertise, business operations, processes and Corporate Governance.	
Based on Responsibilities & Obligations	His ability to create a performance culture that drives value creation and a high quality of debate with robust and probing discussions.	
	Open channels of communication with executive management and other colleague on Board to maintain high standards of integrity and probity.	
	Recognize the role which he/she is expected to play, internal Board Relationships to make decisions objectively and collectively in the best interest of the Company to achieve organizational successes and harmonizing the Board.	
	Effective decisions making ability to respond positively and constructively to implement the same to encourage more transparency.	
	His/her global presence, rational, physical and mental fitness, broader thinking, vision on corporate social responsibility etc.	
	Quality of decision making on source of raw material/procurement of roughs, export marketing, understanding financial statements and business performance, raising of finance, best source of finance, working capital	

	requirement, forex dealings, geopolitics, human resources etc.	
Based on overall understanding of the Company goals and performances	His/her ability to monitor the performance of management and satisfy himself with integrity of the financial controls and systems in place by ensuring right level of contact with external stakeholders.	
Based on Team Performance	His/her contribution to enhance overall brand image of the Company.	

Note: Rating 90 and above - excellent, between 75 to 89 – Very good, between 60 to 74 – Good, between 35 to 59 – Satisfactory and Less than 35 – Unsatisfactory.

### **Procedure to rate the performance**

Based on evaluation criteria, the Nomination & Remuneration Committee and the Board shall rate the performance of the each and every Director. The performance rating shall be given within minimum 1 and maximum 10 categories, the rating 1 being least effective and 10 being most effective. Based on the rating of performance the Board can decide the strategy to extend or continue the term of appointment or to introduce new candidate as a member of the Board or Retirement of the member based on his/her performance rating as to create and maintain the most effective and powerful top level management of the Company for its future growth, expansion, diversification and also to maximize the returns on investments to the stakeholders of the Company.

#### **iv) Removal:**

In the event of falling under any ground of disqualification or Vacation mentioned in the Act or under any other applicable Act, rules and regulations there under, the Committee may recommend, to the Board with reasons recorded in writing, removal of a Director, KMP or Senior Management Personnel subject to the provisions and compliance of the said Act, rules and regulations.

#### **v) Retirement**

The Director, KMP and Senior Management Personnel shall retire as per the applicable provisions of the Act and the prevailing policy of the Company. The Board will have the discretion to retain the Director, KMP, Senior Management Personnel in the same position/ remuneration or otherwise even after attaining the retirement age, for the benefit of the Company subject to the approval of shareholders of the Company if required under the Act.

### **4.3 Policy relating to the Remuneration for the Executive Directors, KMP and Senior Management Personnel**

#### **i. General:**

- a) The remuneration / compensation / commission etc. to the Whole-time Director, KMP and Senior Management Personnel will be determined by the Nomination and Remuneration Committee and recommended to the Board for approval. The remuneration / compensation / commission etc. shall be subject to the prior/post approval of the shareholders of the Company and Central Government, wherever required.
- b) The remuneration and commission to be paid to the Whole-time Director shall be in accordance with the percentage / slabs / conditions laid down in the provisions of the Act.

- c) Increments to the existing remuneration/ compensation structure may be recommended by the Nomination and Remuneration Committee to the Board which should be within the slabs approved by the Shareholders in the case of Executive Directors/Manager.
- d) Where any insurance is taken by the Company on behalf of its Whole-time Director, Chief Executive Officer, Chief Financial Officer, the Company Secretary and any other employees for indemnifying them against any liability, the premium paid on such insurance shall not be treated as part of the remuneration payable to any such personnel. Provided that if such person is proved to be guilty, the premium paid on such insurance shall be treated as part of the remuneration.
- e) Stock Options:  
The Directors, KMP and Senior Management excluding Independent Directors shall be entitled to stock option of the Company.

## ii. Remuneration

### ***a. To Executive Directors, KMP & Senior Management***

- ✓ **Fixed pay:**

The Whole-time Director/ KMP and Senior Management Personnel shall be eligible for a monthly remuneration as may be approved by the Board on the recommendation of the Committee. The breakup of the pay scale and quantum of perquisites including, employer's contribution to Provident Fund, pension scheme, medical expenses, club fees etc. shall be decided and approved by the Board/ the Person authorized by the Board on the recommendation of the Committee and approved by the shareholders and Central Government, wherever required.

- ✓ **Minimum Remuneration:**

If, in any financial year, the Company has no profits or its profits are inadequate, the Company shall pay remuneration to its Executive Directors/Manager in accordance with the provisions of Schedule V of the Act and if it is not able to comply with such provisions, with the previous approval of the Central Government.

- ✓ **Provisions for excess remuneration:**

If any Whole-time Director draws or receives, directly or indirectly by way of remuneration any such sums in excess of the limits prescribed under the Act or without the prior sanction of the Central Government, where required, he / she shall refund such sums to the Company and until such sum is refunded, hold it in trust for the Company. The Company shall not waive recovery of such sum refundable to it unless permitted by the Central Government.

### ***iii. Remuneration to Non- Executive / Independent Director:***

- ✓ **Sitting Fees:**

The Independent Directors of the Company are entitled to receive remuneration by way of fees for attending meetings of Board or Committee thereof for an amount as may be approved/revised by the Board of Directors, however, within the prescribed Statutory limit Rs.1,00,000 per meeting of the Board or Committee thereof.

✓ **Commission:**

Commission may be paid within the monetary limit approved by shareholders, subject to the limit not exceeding 1% of the profits of the Company computed as per the applicable provisions of the Act. (Section 197)

**Notes:**

*The total managerial remuneration payable by a public company to its directors, including managing director and whole-time director in respect of any financial year shall not exceed 11% of the net profits of the company. Any payment exceeding 11% would require approval of shareholders in General Meeting by way of Special Resolution.*

*The remuneration payable to any one managing director; or whole-time director shall not exceed 5% of the net profits of the company and if there is more than one such director remuneration shall not exceed 10% of the net profits to all such directors taken together. Any payment exceeding the said 5% or 10% limits would require the approval of the shareholders.*

*The remuneration payable to all the non-executive directors shall not exceed 1% of the net profits of the Company, if there is a managing or whole time Director. If there is a Managing Director and an Executive Chairman in the Company, the applicable limit is 1% of the net profit. Any payment exceeding 1%, would require the approval of the shareholders subject to the overall limit of 11%.*

*However, the Company in general meeting may, subject to passing of Special Resolution, authorize the payment of remuneration exceeding 11% of the net profits of the company, subject to the provisions of Schedule V.*

**5. Charter of the Nomination and Remuneration Committee:**

**5.1 Composition:**

Composition of the Committee shall be three or more non-executive directors out of which not less than one-half shall be independent directors. The members of the Committee from among the Board shall be decided by the Board.

Chairperson of the Company (whether executive or non-executive) may be appointed as a member of the Nomination and Remuneration Committee but shall not chair the Committee.

**5.2 Meetings:**

The Committee shall meet at least once a year to act upon any matter within its jurisdiction. All Committee members are expected to attend each meeting.

Two members personally present shall comprise a quorum when all Committee members are unable to attend a meeting. The Committee may request that other Board members, or officers, or other employees of the company, or any other persons whose advice and counsel are sought by the Committee, to attend any meeting of the Committee to provide pertinent information.

Periodically, the Committee may meet in executive session separately without management and with its chosen independent consultants. Minutes will be kept of each meeting of the Committee.

### **5.3 Authority:**

The Committee will have the authority:

- a. To retain search firms to be used to identify appropriate director candidates or to retain other advisers, as deemed necessary and appropriate, to discharge the Committees duties and obligations.
- b. To approve appropriate compensation at the company's expense for any search firms or other advisors engaged by the Committee for the purpose of carrying out its duties, and ordinary administrative expense of the Committee.

### **5.4 Terms of Reference:**

1. Committee shall identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, recommend to the Board their appointment and removal and shall carry out evaluation of every director's performance.
2. The Committee will make recommendations to the Board regarding the size and composition of the Board and develop and recommend to the Board the Criteria (such as independence, experience relevant to the needs of the company, leadership qualities, diversity and ability to the represent the shareholders) for the selection of the individuals to be considered as candidates for election to the Board.
3. The Committee will establish, monitor and recommend the purpose, structure and operations of the various Committees of the Board, and qualifications and criteria on membership on each Committee of the Board, and, as circumstances dictate, make any recommendations regarding periodic rotation of directors among the Committees.
4. Committee shall formulate the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy, relating to the remuneration for the directors, key managerial personnel and other employees (referred as 'Nomination and Remuneration Policy').
5. Committee shall, while formulating the 'Nomination and Remuneration Policy, ensure that—
  - a) The level and composition of remuneration is reasonable and sufficient to attract, retain and motivate directors of the quality required to run the company successfully;
  - b) Relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and

- c) Remuneration to directors, key managerial personnel and senior management 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.
  - d) Nomination and remuneration policy shall be disclosed in the Board's report.
- 6. Annual review of the salary, bonus and other compensation plans of the Senior Management team of the Company.
- 7. Review and recommend to the Board, the salary, bonus and compensation plans for all the executive directors of the Company.
- 8. Framing suitable policies and systems to ensure that there is no violation, by an employee or Company of any applicable laws in India or overseas, including (when applicable):
  - a. The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 as amended from time to time; or
  - b. The Securities and Exchange Board of India (Prohibition of Fraudulent and Unfair Trade Practices relating to the Securities market) Regulations, 2003.
- 9. Recommend to the Board of Directors of the Company on any other employment incentives as the committee deems it appropriate in the best interests of the Company.
- 10. The Committee will also undertake such additional activities as the Committee may from time to time determine or as may otherwise be required by law, the company's articles of association, or directive of the Board.
- 11. The Committee will make regular reports to the Board and will recommend any proposed actions to the Board for approval as necessary. The Committee will review and reassess the adequacy of these terms of reference at least annually and recommend any proposed changes to the Board for approval.
- 12. The Committee will at least annually evaluate its own performance to determine whether it is functioning effectively. The Board of Directors as a whole shall also evaluate the performance of the committee.
- 13. The Committee shall carry out such other functions as may be required by any law for the time being in force.

## **6. Review and Amendment**

- 6.1 The Board of Directors on its own and / or as per the recommendations of Nomination and Remuneration Committee can amend this Policy, as and when deemed fit.
- 6.2 In case of any amendment(s), clarification(s), circular(s) etc. issued by the relevant authorities, not being consistent with the provisions laid down under this Policy, then such amendment(s), clarification(s), circular(s) etc. shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly from the effective date as laid down under such amendment(s), clarification(s), circular(s) etc.

**Annexure –III**

**FORM AOC-2**

**(Pursuant to clause (h) of sub-section (3) of section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)**

**Form for disclosure of particulars of contracts/arrangements entered into by the company with related parties referred to in sub-section (1) of section 188 of the Companies Act, 2013 including certain arm's length transactions under third proviso thereto**

**1. Details of contracts or arrangements or transactions not at arm's length basis**

<b>S. No.</b>	<b>Particulars</b>	<b>Details</b>
1.	Corporate identity number (CIN) or foreign company registration number (FCRN) or Limited Liability Partnership number (LLPIN) or Foreign Limited Liability Partnership number (FLLPIN) or Permanent Account Number (PAN)/Passport for individuals or any other registration number	N.A.
	Name of the related party and nature of relationship	N.A.
	Nature of contracts/arrangements/transactions	N.A.
	Duration of the contracts/arrangements/transactions	N.A.
	Salient terms of the contracts or arrangements or transactions including the value, if any	N.A.
	Justification for entering into such contracts or arrangements or transactions	N.A.
	Date of approval by the Board	N.A.
	Amount paid as advances, if any	N.A.
	Date on which the special resolution was passed in General meeting as required under first proviso to section 188	N.A.

**2. Details of material contracts or arrangement or transactions at arm's length basis**

<b>Particulars</b>	<b>Details – 1</b>	<b>Details - 2</b>
Permanent Account Number (PAN)	AFHPY0523Q	ABAPY9976A
Name of the related party and nature of relationship	Karan Yadav (Relative of Director)	Sunita Yadav (Relative of Director)
Nature of contracts/arrangements/transaction	Salary	Salary
Duration of the contracts/arrangements/transaction	Ongoing	Ongoing
Salient terms of the contracts or arrangements or transaction including the value, if any	Transaction at Arm's Length Price & at Fair Market Value	Transaction at Arm's Length Price & at Fair Market Value
Date of approval by the Board	15/04/2024	15/04/2024
Amount paid as advances, if any	-	-
Date on which the special resolution was passed in General meeting as required under first proviso to section 188	N.A.	N.A.

<b>Particulars</b>	<b>Details – 3</b>	<b>Details - 4</b>
Permanent Account Number (PAN)	ADJPY1825B	ABCPJ8119L
Name of the related party and nature of relationship	Renu Yadav (Relative of Director)	Hemlata Joshi (Relative of Director)
Nature of contracts/arrangements/transaction	Salary	Salary
Duration of the contracts/arrangements/transaction	Ongoing	Ongoing
Salient terms of the contracts or arrangements or transaction including the value, if any	Transaction at Arm's Length Price & at Fair Market Value	Transaction at Arm's Length Price & at Fair Market Value
Date of approval by the Board	15/04/2024	15/04/2024
Amount paid as advances, if any	-	-
Date on which the special resolution was passed in General meeting as required under first proviso to section 188	N.A.	N.A.

<b>Particulars</b>	<b>Details – 5</b>	<b>Details - 6</b>
Permanent Account Number (PAN)	AAFY1346L	ACOPD0498H
Name of the related party and nature of relationship	Nahar Singh (Relative of Director)	Chima Devi (Relative of Director)
Nature of contracts/arrangements/transaction	Salary	Salary
Duration of the contracts/arrangements/transaction	Ongoing	Ongoing
Salient terms of the contracts or arrangements or transaction including the value, if any	Transaction at Arm's Length Price & at Fair Market Value	Transaction at Arm's Length Price & at Fair Market Value
Date of approval by the Board	15/04/2024	15/04/2024
Amount paid as advances, if any	-	-
Date on which the special resolution was passed in General meeting as required under first proviso to section 188	N.A.	N.A.

<b>Particulars</b>	<b>Details – 7</b>	<b>Details - 8</b>
Permanent Account Number (PAN)	AAQPY4496C	BQBPS0500R
Name of the related party and nature of relationship	Ram Singh Yadav (Relative of Director)	Devyani Singh (Relative of Director)
Nature of contracts/arrangements/transaction	Salary	Salary
Duration of the contracts/arrangements/transaction	Ongoing	Ongoing
Salient terms of the contracts or arrangements or transaction including the value, if any	Transaction at Arm's Length Price & at Fair Market Value	Transaction at Arm's Length Price & at Fair Market Value
Date of approval by the Board	15/04/2024	15/04/2024
Amount paid as advances, if any	-	-
Date on which the special resolution was passed in General meeting as required under first proviso to section 188	N.A.	N.A.