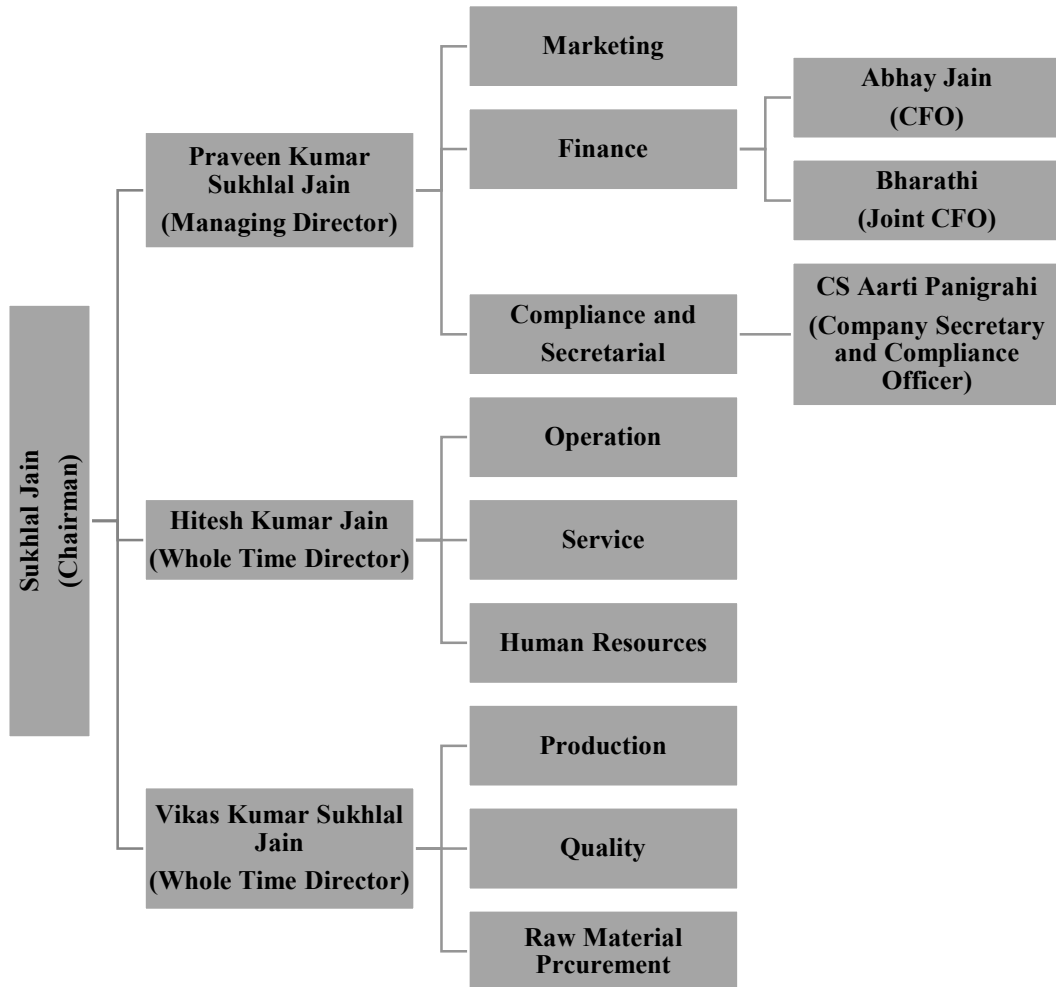


## **Brief Profile of Directors:**

- 1. Sukhlal Jain**, aged 71 years, is the Promoter, Chairman and Whole Time Director of our Company. He has been on the Board of Directors of our Company since incorporation. He has completed his Secondary School Certification from Govt. Sr. Secondary School, Todgarh, Ajmer in year 1967-68. He has an overall work experience of around 51 years. He is a visionary entrepreneur and plays a pivotal role in business planning and development along with the overall management of the Company. Under his guidance our Company has witnessed continuous growth.
- 2. Praveen Kumar Sukhlal Jain**, aged 42 years, is the Promoter and Managing Director of our Company. He has an overall work experience of around 20 years. He has been on the Board of Directors of our Company since Incorporation and has completed his Secondary School Certification from Sarda Vidya Mandir, Bangalore in year 1996-97. He drives the organization's goals and visions with a keen eye on industry trends and business strategies. He looks after marketing and financial activities of the company.
- 3. Vikas Kumar Sukhlal Jain**, aged 46 years, is the Promoter and Whole Time Director of our Company. He has an overall work experience of around 22 years. He has been on the Board of Directors of our Company since January 17, 2018 and has completed his Bachelor of Engineering (Computer Science) from Sir M. Visvesvaraya Institute of Technology in year 1999. He looks after production, raw material procurement and quality control activities of the company.
- 4. Hitesh Kumar Jain**, aged 34 years, is the Promoter and Whole Time Director of our Company. He has an overall work experience of around 12 years. He has been on the Board of Directors of our Company since January 17, 2018 and has completed his Bachelor of Commerce from Bangalore University in year 2009. He looks into the day to day operations and after sales services of the Company.
- 5. Kavitha Kumari**, aged 42 years, is the Non-Executive Director of our Company. She has an overall work experience of 12 years. She has completed her Bachelor of Science in Chemistry, Botany and Zoology from Bangalore University in the year 2002.
- 6. Japna Chaudhary**, aged 35 years, is an Independent Director of our Company. She has a work experience of 12 years. She has been on the Board of Directors of our Company since December 05, 2022 and she is the member of The Institute of Company Secretaries of India.
- 7. Smith Kumar Mogra**, aged 32 years, is an Independent Director of our Company. He has a work experience of 7 years. He has been on the Board of Directors of our company since April 25, 2018 and he is the member of Institute of Chartered Accountants of the India.
- 8. Dhara Bhawesh Jain**, aged 36 years, is an Independent Director of our Company. She has a work experience of 12 years. She has been on the Board of Directors of our company since April 25, 2018 and has completed her Bachelor of Dental Surgery from Rajiv Gandhi University of Health Services, Karnataka.

## MANAGEMENT ORGANISATION STRUCTURE

The following chart depicts our Management Organization Structure:-



## **Committees of Board**

- a. Audit Committee;
- b. Nomination and Remuneration Committee;
- c. Stakeholder’s Relationship Committee; and
- d. Corporate Social Responsibility Committee.

The details of the committees required to be constituted by our Company under the Companies Act, 2013 and the SEBI Listing Regulations are as follows:

### **1. Audit Committee**

Our Company at its Board Meeting held on December 30, 2022 has approved the constitution of an Audit Committee (“Audit Committee”) in compliance with the provisions of the Section 177 of the Companies Act, 2013 read with rule 6 of the companies (Meeting of board and its power) rules, 2014 and Regulation 18 of SEBI Listing Regulations. The Audit Committee comprises following members:

<b>Name</b>	<b>Position in the Committee</b>	<b>Designation</b>
Japna Chaudhary	Chairman	Independent Director
Smith Kumar Mogra	Member	Independent Director
Kavitha Kumari	Member	Non-Executive Director

The Company Secretary of our Company shall act as a Secretary to the Audit Committee. The scope and function of the Audit Committee and its terms of reference shall include the following:

#### **A. Tenure of the Committee:**

The Audit Committee shall continue to be in function as a committee of the Board until otherwise resolved by the Board, to carry out the functions of the Audit Committee as approved by the Board.

#### **B. Meetings of the Committee:**

The committee shall meet at least four times in a year and not more than one hundred and twenty day shall elapse between any two meetings. The quorum for the meeting shall be either two members or one third of the members of the committee, whichever is higher but there shall be presence of minimum two Independent members at each meeting. The Chairman of the Audit Committee shall attend the Annual General Meeting of our Company to answer shareholder queries.

#### **C. Power of the Committee:**

The Audit Committee shall have powers, including the following:

- a) to investigate any activity within its terms of reference;
- b) to seek information from any employee;
- c) to obtain outside legal or other professional advice;
- d) to secure attendance of outsiders with relevant expertise, if it considers necessary as may be prescribed under the Companies Act, 2013 (together with the rules thereunder) and SEBI Listing Regulations; and
- e) To have full access to information contained in records of Company.

#### **D. Role of the Committee:**

The Role of Audit Committee together with its powers as per Part C of Schedule II of SEBI Listing Regulation and Companies Act, 2013 shall be as under:

**The role of the Audit Committee shall include the following:**

- 1) Overseeing the Company's financial reporting process and disclosure of its financial information to ensure that its financial statements are correct, sufficient and credible;
- 2) Recommending to the Board for the appointment, re-appointment, replacement, remuneration and terms of appointment of the statutory auditors of the Company;
- 3) Approving payments to the statutory auditors for any other services rendered by the statutory auditors;
- 4) Reviewing, with the management, the annual financial statements and auditor's report thereon before submission to the Board for approval, with particular reference to:
  - a. Matters required to be included in the Director's Responsibility Statement to be included in the Board's report in terms of clause (c) of sub-section 3 of Section 134 of the Companies Act;
  - b. Changes, if any, in accounting policies and practices and reasons for the same;
  - c. Major accounting entries involving estimates based on the exercise of judgment by management;
  - d. Significant adjustments made in the financial statements arising out of audit findings;
  - e. Compliance with listing and other legal requirements relating to financial statements;
  - f. Disclosure of any related party transactions; and
  - g. Qualifications and modified opinions in the draft audit report.
- 5) Reviewing, with the management, the quarterly, half-yearly and annual financial statements before submission to the Board for approval;
- 6) Reviewing, with the management, the statement of uses/ application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilized for purposes other than those stated in the offer document/ prospectus/ notice and the report submitted by the monitoring agency monitoring the utilization of proceeds of a public or rights issue, and making appropriate recommendations to the Board to take up steps in this matter. This also includes monitoring the use/application of the funds raised through the proposed initial public offer by the Company;
- 7) Reviewing and monitoring the statutory auditor's independence and performance, and effectiveness of audit process;
- 8) Approval or any subsequent modifications of transactions of the Company with related parties and omnibus approval for related party transactions proposed to be entered into by the Company subject to such conditions as may be prescribed;
- 9) Scrutiny of inter-corporate loans and investments;
- 10) Valuation of undertakings or assets of the Company, wherever it is necessary;
- 11) Evaluation of internal financial controls and risk management systems;
- 12) Reviewing, with the management, the performance of statutory and internal auditors, and adequacy of the internal control systems;
- 13) Reviewing the adequacy of internal audit function if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;
- 14) Discussing with internal auditors on any significant findings and follow up thereon;
- 15) Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board;

- 16) Discussing with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;
- 17) Looking into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
- 18) Reviewing the functioning of the whistle blower mechanism;
- 19) Approving the appointment of the chief financial officer or any other person heading the finance function or discharging that function after assessing the qualifications, experience and background, etc. of the candidate;
- 20) Reviewing the utilization of loans and/ or advances from/investment by the holding company in any subsidiary exceeding ₹100 crore or 10% of the asset size of the subsidiary, whichever is lower including existing loans / advances / investments;
- 21) Considering and commenting on the rationale, cost-benefits and impact of schemes involving merger, demerger, amalgamation etc., on the Company and its shareholders;
- 22) Such roles as may be delegated by the Board and/or prescribed under the Companies Act, 2013 and SEBI Listing Regulations or other applicable law.

Further, the Audit Committee shall mandatorily review the following:

- 1) management discussion and analysis of financial condition and results of operations;
- 2) management letters / letters of internal control weaknesses issued by the statutory auditors;
- 3) internal audit reports relating to internal control weaknesses;
- 4)
- 5) the appointment, removal and terms of remuneration of the chief internal auditor shall be subject to review by the audit committee; and
- 6) statement of deviations:
  - a. quarterly statement of deviation(s) including report of monitoring agency, if applicable, submitted to stock exchange(s) in terms of Regulation 32(1) of the SEBI ICDR Regulations;
  - b. Annual statement of funds utilized for purposes other than those stated in the offer document/prospectus/notice in terms of Regulation 32(7) of the SEBI ICDR Regulations.

## 2. Nomination and Remuneration Committee

Our Company at its Board Meeting held on December 30, 2022 has approved the constitution of Nomination and Remuneration Committee in compliance with the provisions of Section 178, Schedule V and all other applicable provisions of the Companies Act, 2013 read with Rule 6 of the Companies (Meetings of Board and its Power) Rules, 2014 and Regulation 19 SEBI Listing Regulations. The Nomination and Remuneration Committee comprises following members:

Name	Position in the Committee	Designation
Japna Chaudhary	Chairman	Independent Director
Kavitha Kumari	Member	Non-Executive Director
Dhara Bhawesh Jain	Member	Independent Director

The Company Secretary of the Company shall act as a Secretary to the Nomination and Remuneration Committee. The Chairman of the Nomination and Remuneration Committee is entitled to attend the general Meeting of the company to furnish clarifications to the shareholders on any matter relating to remuneration. The scope and function of the Committee and its terms of reference shall include the following:

### A. Tenure of the Committee:

The Nomination and Remuneration Committee shall continue to be in function as a committee of the Board until otherwise resolved by the Board.

### B. Meetings of the Committee:

The committee shall meet as and when the need arises, subject to at least once in a year. The quorum for a meeting of the Nomination and Remuneration Committee shall be either two members or one third of the members of the committee, whichever is greater, including at least one independent director in attendance.

The Chairperson of the nomination and remuneration committee may be present at the annual general meeting, to answer the shareholders' queries; however, it shall be up to the chairperson to decide who shall answer the queries.

### C. Scope and Terms of reference:

The terms of reference of the Nomination and Remuneration Committee as per Regulation 19 and Part D of Schedule II of SEBI Listing Regulations and Companies Act, 2013 shall be as under:

1. formulating the criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy relating to the remuneration of the directors, key managerial personnel and other employees;
2. Evaluating the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the board of directors of the Company for appointment as an independent director shall have the capabilities identified in such description. For the purpose of identifying suitable candidates, the Committee may:
  - a) use the services of external agencies, if required;
  - b) consider candidates from a wide range of backgrounds, having due regard to diversity; and
  - c) Consider the time commitments of the candidates.

3. Formulation of criteria for evaluation of the performance of independent directors and the Board;
4. Specify the manner for effective evaluation of performance of Board, its committees and individual directors to be carried out either by the Board, by the Nomination and Remuneration Committee or by an independent external agency and review its implementation and compliance
5. devising a policy on diversity of the Board;
6. identifying persons, who are qualified to become directors or who may be appointed in senior management in accordance with the criteria laid down, recommending to the Board their appointment and removal;
7. determining whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
8. recommending to the Board, all remuneration, in whatever form, payable to senior management; and
9. Such other functions / roles as may be delegated to the Committee by the Board and/or as may be required under applicable laws.

### 3. Stakeholders Relationship Committee

Our Company at its Board Meeting held on December 30, 2022 has approved the constitution of the Stakeholders Relationship Committee in compliance with the provisions of the Section 178(5) and all other applicable provisions of the Companies Act, 2013 read with the Rules framed thereunder and Regulation 20 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The constituted Stakeholders Relationship Committee comprises the following:

Name	Position in the Committee	Designation
Sukhlal Jain	Chairman	Whole Time Director
Japna Chaudhary	Member	Independent Director
Praveen Kumar Sukhlal Jain	Member	Managing Director

The Company Secretary of our Company shall act as a Secretary to the Stakeholders Relationship Committee. The scope and function of the Stakeholders Relationship Committee and its terms of reference shall include the following:

#### A. Tenure of the committee:

The Stakeholders Relationship Committee shall continue to be in function as a committee of the Board until otherwise resolved by the Board, to carry out the functions of the Stakeholders Relationship Committee as approved by the Board.

#### B. Meetings of the committee:

The Stakeholder Relationship Committee shall meet at least once in a year. The quorum for the meeting shall be one third of the total strength of the committee or two members, whichever is higher.

#### C. Scope and terms of reference:

The terms of reference of the Stakeholders Relationship Committee as per Regulation 20 and Part D of Schedule II of SEBI Listing Regulations, 2015 and Companies Act, 2013 shall be as under:

1. to consider and resolve grievances of security holders of the Company, including complaints related to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/duplicate certificates, general meetings, etc.;
2. to review of measures taken for effective exercise of voting rights by shareholders;
3. review of adherence to the service standards adopted by the Company in respect of various services being rendered by the Registrar and Share Transfer Agent;
4. to review various measures and initiatives taken by the Company for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/ statutory notices by the shareholders of the Company;
5. Such other functions / roles as may be delegated to the Committee by the Board and/or as may be required under applicable laws.



#### 4. Corporate Social Responsibility

Our Company has re-constituted the Corporate Social Responsibility Committee pursuant to the provisions of Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 vide Resolution dated December 30, 2022. The Corporate Social Responsibility Committee comprises the following:

Name	Position in the Committee	Designation
Sukhlal Jain	Chairman	Whole-Time Director
Japna Chaudhary	Member	Independent Director
Praveen Kumar Sukhlal Jain	Member	Managing Director

The Company Secretary of our Company shall act as a Secretary to the Corporate Social Responsibility Committee. Any member of the committee ceasing to be the Director shall be ceased to be the member of the Corporate Social Responsibility Committee. The tenure, Meetings and terms of reference of the Corporate Social Responsibility Committee includes the following:

**a) Tenure of the committee:**

The Stakeholders Relationship Committee shall continue to be in function as a committee of the Board until otherwise resolved by the Board, to carry out the functions of the Stakeholders Relationship Committee as approved by the Board.

**b) Meetings of the committee:**

The Stakeholder Relationship Committee shall meet at least once in a year. The quorum for the meeting shall be one third of the total strength of the committee or two members, whichever is higher.

**c) Scope and terms of reference:**

1. Encourage the development and recommend acceptance by the Board, of policies on all aspects of CSR including employment issues, health & safety, human rights, workforce diversity & inclusion, the environment, community & social investment, compliance with ethical trading & business practices and other CSR-related matters as may be determined by the CSR Committee from time to time.
2. Promote a culture of integrity and openness, which values diversity and responsiveness to the views of stakeholders'
3. Review and monitor compliance with the CSR policies throughout the Group and to review performance against agreed targets.
4. Review and develop and encourage effective two-way communication concerning CSR issues within the business.
5. Review best practice in key CSR areas by appropriate external reports and by benchmarking where possible.
6. Consider other topics, as referred to it by the Board

**Policy on Disclosures & Internal procedure for prevention of Insider Trading:**

The provisions of Regulation 8 and 9 of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 will be applicable to our Company immediately upon the listing of its Equity Shares on the Stock Exchange. We shall comply with the requirements of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 on listing of our Equity Shares on stock exchange. Further, Board of Directors have approved and adopted in Board meeting held on December 30,

2022 the policy on insider trading in view of the proposed public issue. Our Board is responsible for setting forth policies, procedures, monitoring and adherence to the rules for the preservation of price sensitive information and the implementation of the Code of Conduct for Prevention of Insider Trading conduct under the overall supervision of the Board.

## KEY MANAGERIAL PERSONNEL

Our Company is supported by a team of professionals having exposure to various operational aspects of our business. A brief detail about the Key Managerial Personnel of our Company is provided below:

<b>Name, Designation &amp; Educational Qualification</b>
<b>Sukhlal Jain</b> <b>Designation:</b> Chairman and Whole Time Director
<b>Praveen Kumar Sukhlal Jain</b> <b>Designation:</b> Managing Director <b>Educational Qualification:</b> Secondary School Certification <b>Term of office:</b> 3 years w.e.f. January 01, 2023
<b>Hitesh Kumar Jain</b> <b>Designation:</b> Whole Time Director <b>Educational Qualification:</b> Bachelor of Commerce <b>Term of office:</b> 3 years w.e.f. January 01, 2023
<b>Vikas Kumar Sukhlal Jain</b> <b>Designation:</b> Whole Time Director <b>Educational Qualification:</b> Bachelor of Engineering (Computer Science) <b>Term of office:</b> 3 years w.e.f. January 01, 2023
<b>Abhay Jain</b> <b>Designation:</b> Chief Financial Officer <b>Educational Qualification:</b> Bachelor of Commerce
<b>Bharathi</b> <b>Designation:</b> Joint Chief Financial Officer <b>Educational Qualification:</b> Bachelor of Commerce
<b>Aarti Panigrahi</b> <b>Designation:</b> Company Secretary and Compliance Officer <b>Educational Qualification -</b> Company Secretary