

## OMAXE LIMITED

### **ARCHIVAL POLICY**

This policy deals with the archival of the corporate records of Omaxe Limited and all its subsidiaries (hereafter, the "Company").

The Company is required to maintain certain types of corporate records for a specified period of time. Failure to do so could subject the Company and its employees to serious legal consequences.

All employees are expected to fully comply with this policy.

Generally, all corporate records (whether electronic or paper) of the Company are to be retained for no less than three (3) years, and may be destroyed thereafter.

If an employee believes, or the Company requires that, Company records are relevant to litigation or potential litigation, then these records need to be preserved until the Legal Department advises otherwise.

The policy should be reviewed periodically by the Senior Management and amendments effected to subject to approval of the Board if and when practical difficulties are encountered. The Senior Management may also review the policy on document retention to comply with any local, state, central legislations that may be promulgated from time to time

Additionally, there are certain types of records that need to be retained for a longer period of time, as identified below.

- a) Board of Directors Records:** Minutes of meetings of the Board of Directors shall be maintained in perpetuity. A copy of all materials provided to the Board of Directors or Committees of the Board shall be maintained for no less than three (3) years.
- b) Press Releases & Public Filings:** All press releases and publicly filed documents shall be maintained in perpetuity.
- c) Books of Accounts and Tax Records:** Books of accounts and Tax records should be retained for at least eight (8) years following the completion of the relevant transactions or assessment year for which the records were last used.
- d) Employment Records:** The Company maintains personnel records that include recruitment, employment and personal information. These records also reflect performance reviews and any other matters arising out of the course of employment, such as actions taken against personnel. These records should be retained for a period of three (3) years following the cessation of employment.
- e) Intellectual Property Records:** Documents relating to the development and protection of intellectual property rights should be maintained for the life of such intellectual property right.
- f) Contracts:** Execution copies of all contracts entered into by the Company should be retained for at least three (3) years following the expiry or termination of the contracts.

In the event of major incident, the first priority is the safety of the people, followed by immediate action to rescue or prevent further damage to the records.

Depending on the immediate threat, emergency response and recovery actions will

take precedence over all other Company activities.

Failure to comply with this policy may result in disciplinary action against the employee, including suspension or termination.

Copy of this policy duly approved shall be placed before the Board and circulated among all the Director of the Company for their necessary action. Human Resource Department is required to notify & communicate the existence and contents of this policy to the Employees, Functional heads, head of departments, Presidents, Vice Presidents, CEO, COO and CFO of the Company. This policy as amended from time to time shall be made available at the Web site of the Company.