

BARAPUKURIA COAL MINING COMPANY LIMITED

DEED OF TRUST AND RULES OF BARAPUKURIA COAL MINING COMPANY LIMITED EMPLOYEES PROVIDENT FUND

Barapukuria Coal Mining Company Limited Employees Provident Fund Trust
Chowhati, Parbatipur, Dinajpur.

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3. ESTABLISHMENT AND TERMINATION OF FUND :

These presents shall constitute a Trust upon the subject to the Rules herein contained which trust shall be irrevocable, save with the consent of all the beneficiaries of the Fund and save in the event of the Fund being wound up in accordance with the provisions of Rule 56 hereof and shall be deemed to have been established on the 4th August, 1998.

4. INTERPRETATION OF RULES:

The Fund shall be governed by these Rules or by such other rules as shall for the time being be in force and shall be interpreted by the Trustees whose decision shall be final and binding upon all members.

5. ALTERATION OF THE RULES:

It shall be lawful for the company from time to time and at any time hereafter to alter, modify, remake, rescind or do all things to all or any of the rules provided that so long as the Fund shall be a recognised fund under the Provisions of the Income Tax Ordinance, 1984 or any modifications thereof, the powers relating to alteration as contained in these Rules shall not be exercised without the consent of the Commissioner of Income Tax having a jurisdiction over the Provident Fund and every such alteration, variation, modification, remaking, rescission or additions shall unless otherwise stated in the Resolution have effect from the date of the Resolution but such alternation, variation, modification, remaking, rescission or addition shall not affect the right of any member with respect to any fund then in the banks of the Trustees provided always that this power shall not be exercised in contravention of the provisions of Income Tax Ordinance, 1984 as contained in (Part-B) of the First Schedule

6. TRUSTEES AND MANAGEMENT OF TUE FUND

Trustees:

The Provident Fund shall vested in 5 (Five) Trustees of whom one shall be the General Manager (The Senior most), one shall be the Head of Accounts, one shall be the Head of Administration, one shall be the Head of Mining Section/Department and one shall be a member representing Staff to be nominated by the Employees Union and appointed by the Managing Director of the Company.

7. The Trustees shall from time to time appoint one of themselves or any of the officers of the Company to be the Secretary of the Fund, who may receive all notices, documents and other correspondences that may be given to the Trustees and may sign all correspondences on behalf of the Fund and exercise

