

The Members of
Rubfila International Limited

Compliance Certificate for Employees Stock Option Scheme (ESOS) – “RUBFILA ESOS – 2017”

Pursuant to SECURITIES AND EXCHANGE BOARD OF INDIA (SHARE BASED EMPLOYEE BENEFITS) REGULATIONS, 2014 we hereby certify that Employees Stock Option Scheme (ESOS) – “RUBFILA ESOS – 2017” introduced by M/s.Rubfila International Ltd (CIN L25199KL1993PLC007018) for the employees of the Company is implemented in accordance with the SEBI Regulations and the resolution passed by the shareholders in the Annual General Meeting held on 15-09-2017.

This certificate is issued based on the explanations and documents submitted by the Company.



For Cyriac & Associates
Chartered Accountants



Jim Cyriac
Partner
M No.230039
FRN 014033S

09-08-2019
Trivandrum