

ANNUAL REPORT

2023-2024



The Circular Economy Model

less raw material, less waste, fewer emissions!!!



ACME

Annual Report 2023-2024



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Annual Report 2023-2024
www.acmeglobal.com



ACME

For Health, Vigour and Happiness

*Serving the
nations since 1954...*

Our Visionary Leaders



Hamidur Rahman Sinha



Noor Jahan Sinha

You were there
from the **START**
You are always
in our **HEART**

Our Former **Chairmen**



Hamidur Rahman Sinha

Founder Chairman
(1914-1994)

Nasir-ur Rahman Sinha

(1941 - 2019)

Afzalur Rahman Sinha

(1950 - 2018)

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ACME

A G M

INVITATION

48TH

ANNUAL GENERAL MEETING
of The **ACME** Laboratories Ltd.

Will be held through Digital Platform
on Monday, 23 December 2024
at 11:30 AM through the
following link:

<https://acmeglobal.digitalagmbd.net>

Contact
Corporate Affairs Division
e-mail: cs@acmeglobal.com
Web: www.acmeglobal.com
Tel: 88 02 8091051-3
Ext.: 236

Transmittal Letter

02 December 2024

The Members
Bangladesh Securities and Exchange Commission
Registrar of Joint Stock Companies and Firms
Dhaka Stock Exchange PLC
Chittagong Stock Exchange PLC

Subject: Annual Report for the year ended 30 June 2024.

Dear Sir(s),

Greetings from The ACME Laboratories Ltd.

We are pleased to enclose a copy of the Annual Report 2023-2024 containing Directors' Report and Auditor's Report together with the Audited Financial Statements which includes the Statement of Financial Position as at 30 June 2024, Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year ended 30 June 2024 along with notes thereon of The ACME Laboratories Ltd. and all related Statements for your record and necessary measures.

Yours sincerely,



Masudur Rahman Bhuiyan, FCS
Company Secretary

Notice



02 December 2024

NOTICE OF THE 48TH ANNUAL GENERAL MEETING

Notice is hereby given to all respected Members of **The ACME Laboratories Ltd.** that the **48th Annual General Meeting (AGM)** of the Shareholders of the Company will be held on **Monday, 23 December 2024 at 11:30 AM through Digital Platform** (in pursuant to the Bangladesh Securities and Exchange Commission's order no. BSEC/ICAD/SRIC/2024/318/87 dated: March 27, 2024) to transact the following businesses:

AGENDA

A 2024-48- 01 :	To receive, consider and adopt the Audited Financial Statements of the Company for the year ended 30 June 2024 and the Reports of the Directors' and the Auditors' thereon.
A 2024-48- 02 :	To approve Dividend for the year ended 30 June 2024.
A 2024-48- 03 :	To elect/re-elect Directors of the Company.
A 2024-48- 04 :	To appoint Statutory Auditor and fixation of their remuneration for the Financial Year 2024-2025.
A 2024-48- 05 :	To appoint Compliance Auditor and fixation of their remuneration for the Financial Year 2024-2025.

By order of the Board



Masudur Rahman Bhuiyan, FCS

Company Secretary

Notes:

- The record date was fixed on '20 November 2024'. The Members, whose names appeared in the Depository Register on the 'Record Date' i.e. Wednesday, 20 November 2024 will be eligible to join and vote in the 48th Annual General Meeting (AGM) through the Digital Platform and to receive the Dividend.
- A member eligible to join and vote in the AGM through Digital Platform may appoint a proxy to join and vote in his/her on behalf. The Proxy Form duly completed and affixed a revenue stamp of Tk. 100.00 must be deposited at the registered office of the Company not later than 48 hours before the time fixed for the Annual General Meeting.
- The link for joining in AGM through Digital Platform is <https://acmeglobal.digitalagmbd.net>. Members can join the Virtual Annual General Meeting by providing their respective Names, 16-digit Beneficial Owner (BO) Accounts and Number of shares. Full login/ participation process of AGM through Digital Platform will be available in the Company's website: www.acmeglobal.com.
- In compliance with BSEC Notification No. BSEC/CMRRCD/2006-158/208/Admin/81; dated 20 June 2018:
 - Annual Report, Proxy Form along with the notice are being sent in soft form to the members' e-mail address available in their Beneficial Owner (BO) Accounts with the depository as on Record Date.
 - The Annual Report 2023-2024 is also available on the Company's website linked with the websites of both Dhaka Stock Exchange PLC and Chittagong Stock Exchange PLC.
- The shareholders will join the virtual AGM through the link: <https://acmeglobal.digitalagmbd.net>. The shareholders will be able to submit their questions, comments electronically before 24 (Twenty-Four) hours of commencement of the AGM through the link and also during the Annual General Meeting in order to log-in for the virtual AGM. The shareholders need to click on the link and provide their Names, 16-digit Beneficial Owner (BO) Accounts and Number of shares.
- The Concerned Merchant Banks and all Depository Participants (DP) are requested to provide us with statement with details (shareholders' names, Beneficial Owner (BO) Accounts, Client-wise shareholding position, Gross Dividend Receivables, applicable tax rate and Net Dividend Receivables) of their margin account holders (if any) who hold the shares of The ACME Laboratories Ltd. as on the 'Record Date' along with the name of the contact person in this connection to the Company's Registered Office on or before **05 December 2024**. The Merchant Banks and Depository Participants (DP) are also requested to provide us with their Bank Names, Account Numbers and Routing Numbers etc.

SPECIAL NOTE

No gift or benefit in cash or kind shall be paid / distributed to the shareholders for attending the AGM of the Company in compliance with Clause (c) of the Notification No. SEC/SRMI/2000-953/1950 dated 24 October 2000.



CORPORATE OFFICE
Court de la **ACME**

Our Recognition



The ACME Laboratories Ltd. has received a number of prestigious accreditations from USFDA, UK-MHRA, TGA Australia, and WHO (Geneva). In addition ACME also received ISO certification and GMP approval from various health authorities in Philippines, Tanzania, Kenya, Ethiopia, Peru, and Nigeria.



The ACME Laboratories Ltd. received the prestigious & Most Stringent US FDA Approval.



The ACME Laboratories Ltd. received cGMP certification from UK MHRA.



The ACME Laboratories Ltd. achieved GMP clearance from TGA Australia.



The ACME Laboratories Ltd. received the prestigious WHO Prequalification approval for Zinc Dispersible Tablet.

11th ICSB
National Award 2023

For Corporate Governance
Excellence



VISION

To ensure Health, Vigour and Happiness for all.



MISSION STATEMENT

Our holistic approach is to ensure Health, Vigour and Happiness for all by manufacturing ethical drugs and medicines of the highest quality at affordable price and expanding in the local and global market.

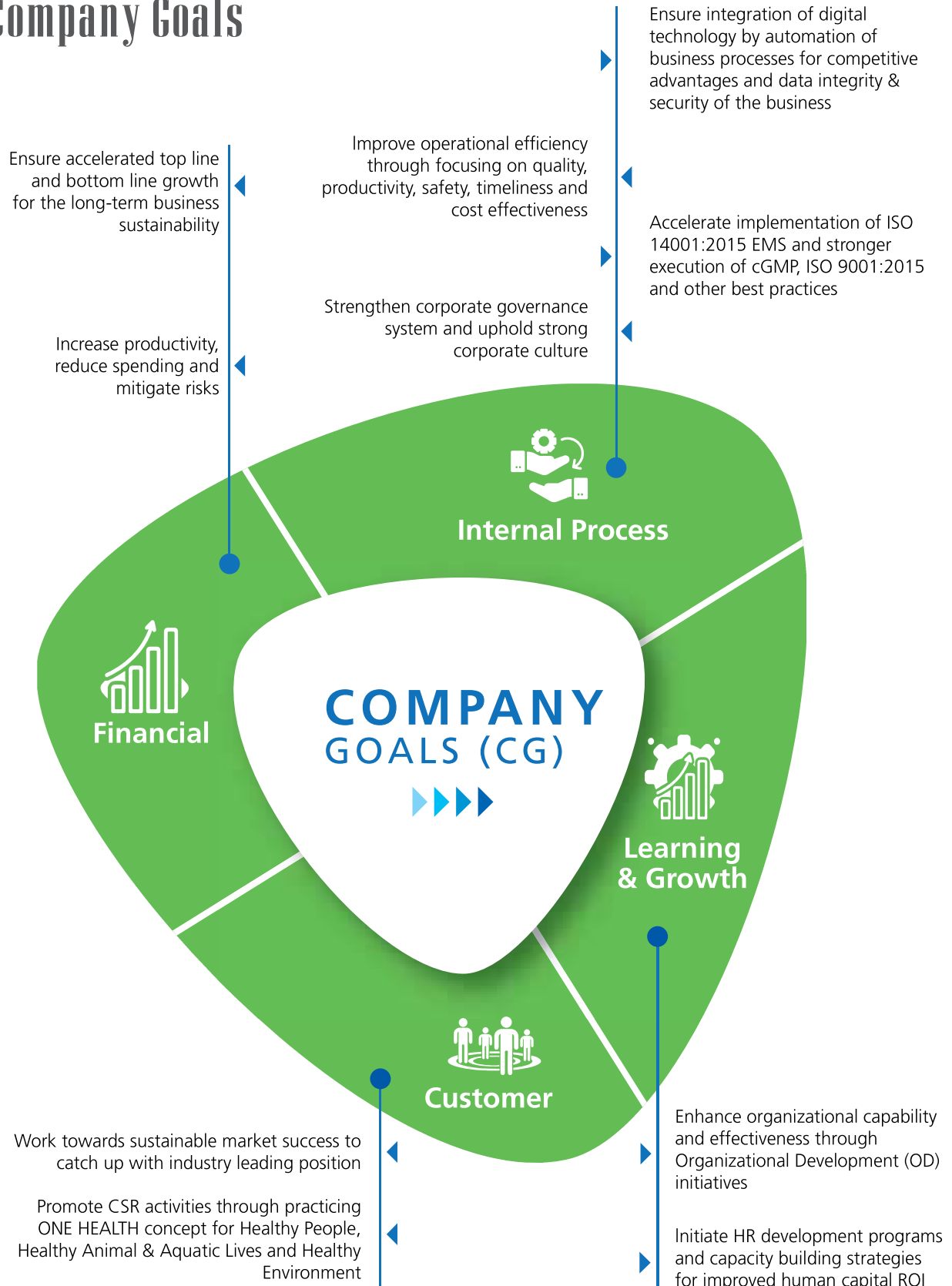
We view ourselves as partners with the doctors, healthcare professionals, all other customers, our employees and harmonize with environmental issues.

Purpose



Business is the heritage of Sinha family and in fact, they were one of the renowned jute shippers in the then Indo-Pak subcontinent. But founder of the Company late Hamidur Rahman Sinha thought to do well-being of the poor fellow of the soil. Accordingly, he planned to establish a Pharmaceuticals Company and his beloved half also contributed on the same. Eventually, in the year 1954 the history moment for Sinha family, the founder established a Proprietorship concern which was converted to a private limited Company: namely The ACME Laboratories Ltd. and set its purpose in mission statements as to ensure Health, Vigour and Happiness for all by manufacturing ethical drugs and medicine of the highest quality at affordable price and expanding in the domestic and global market. We view ourselves as partners with the doctors, healthcare professionals, all other customers, our employees and harmonize with environmental issues.

Company Goals



Core Values

Our Company values are the measure for our thinking and actions. They are the core of what ties us together in the past, present and future. We do business on the basis of common values. Our success is based on Customer Focus, Team Spirit, Desire to Win, Pro-activity, Excellence, Integrity, Responses to Social Needs and Conserving Nature & Protecting Environment. These values determine our actions in our daily dealing with customers and business partners as well as in our teamwork and our collaboration with each other.

01

Customer Focus



02

Team Spirit





03

Desire to Win



04

Pro-activity



05

Excellence



06

Integrity





07

Responses to Social Needs



08

Conserving Nature & Protecting Environment



70 Years of Dynamic Journey

Serving the nations since 1954...

► **1954**

Year of foundation of ACME as proprietorship firm.

► **1983**

Commercial operation in modern facilities after BMRE project at Dhamrai.

► **1995**

ACME started its first journey to International Operation by exporting medicines to Bhutan

1954-1974

1975-1980

1981-1985

1986-1990

1991-1995

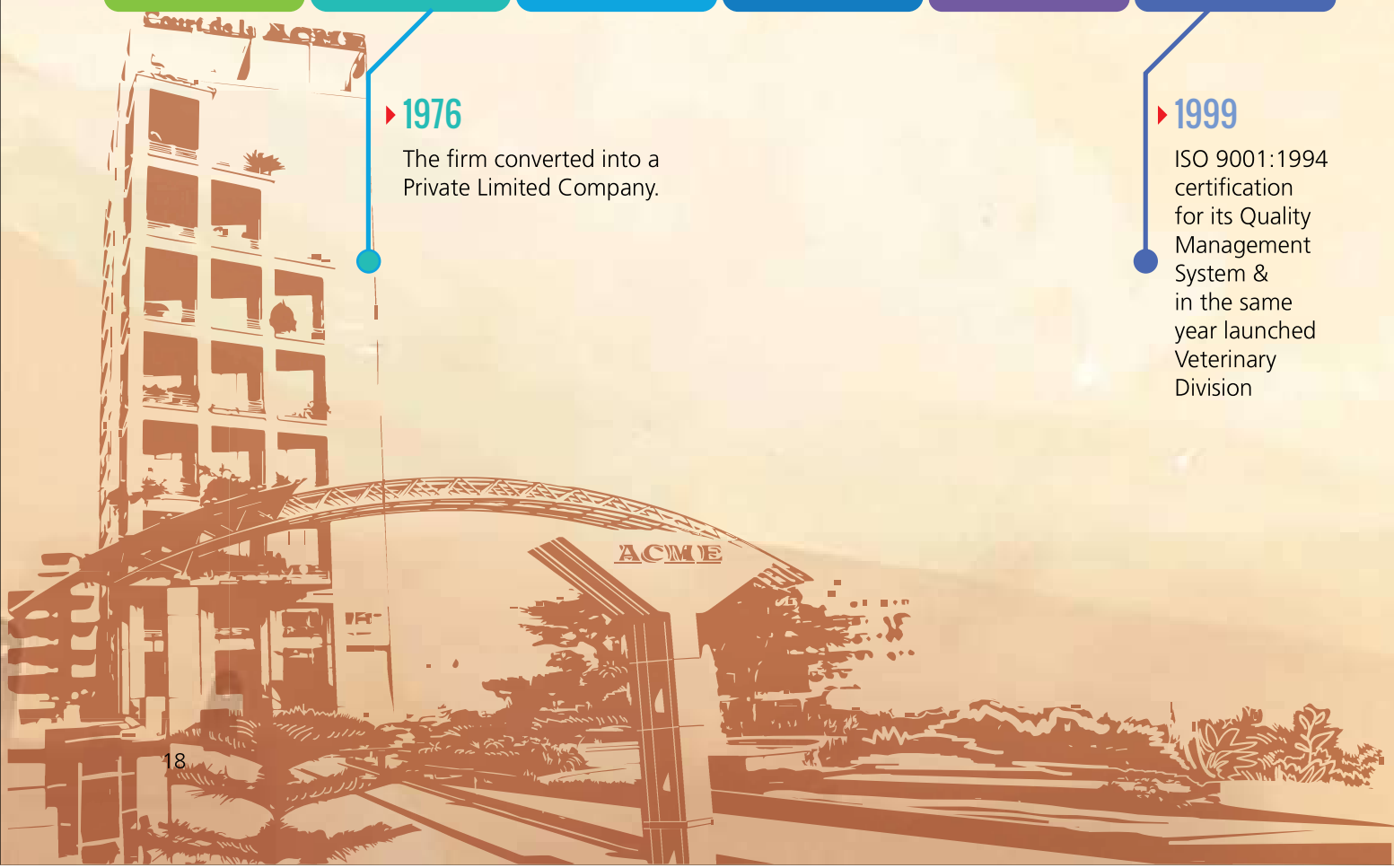
1996-2000

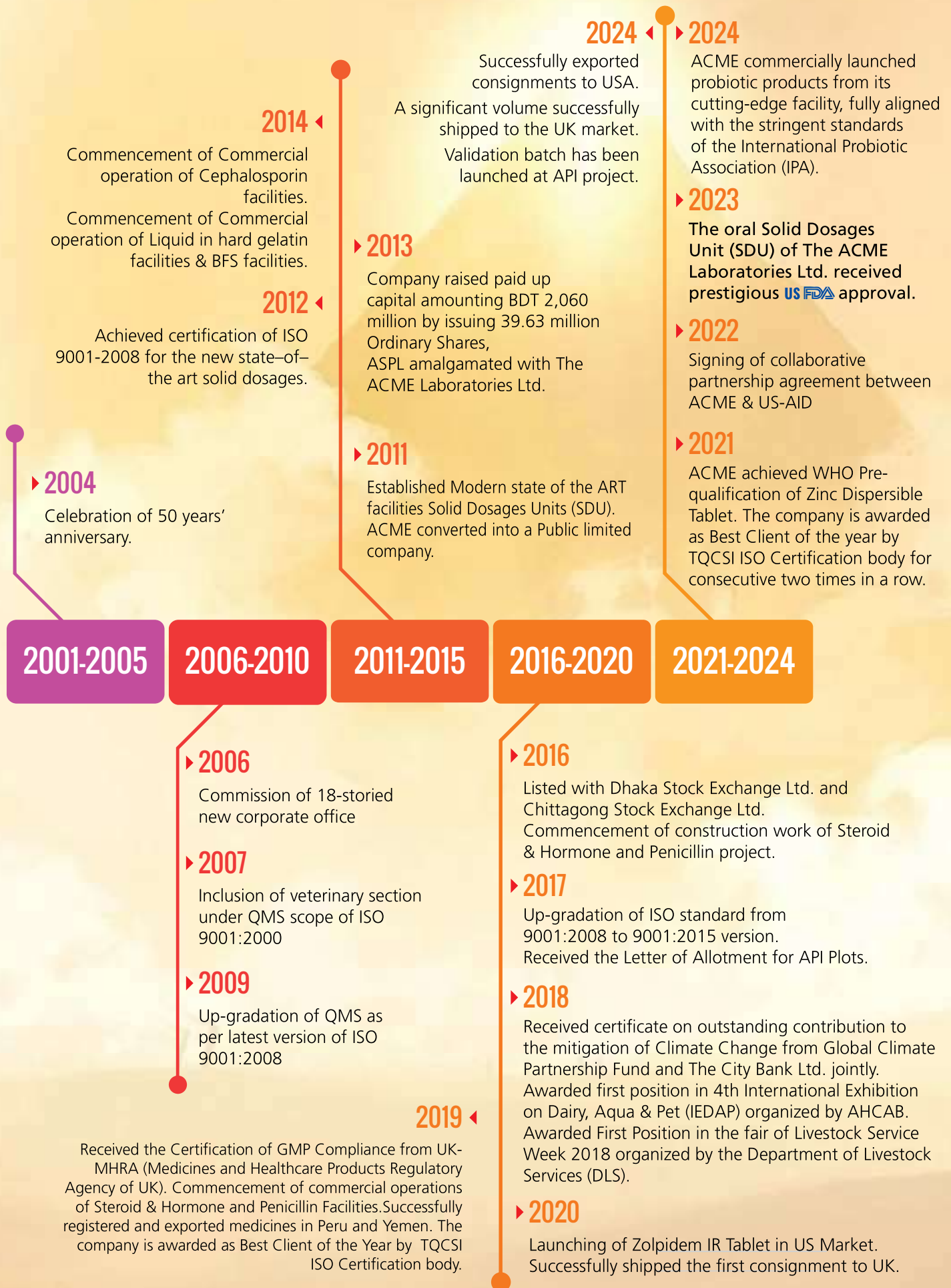
► **1976**

The firm converted into a Private Limited Company.

► **1999**

ISO 9001:1994 certification for its Quality Management System & in the same year launched Veterinary Division





Key Financial Highlights for the Year 2023-2024



Revenue BDT 31,931.63 mn.	▶	18.49%
Export Sales BDT 1,774.84 mn.	▶	11.00%
NAV per Share BDT 118.39	▶	7.54%
Net Profit Before Tax BDT 3,203.72 mn.	▶	10.73%
Net Profit after Tax BDT 2,456.18 mn.	▶	6.62%
Gross Profit BDT 13,254.80 mn.	▶	21.25%
Earnings per Share BDT 11.61	▶	6.61%
Number of Products Introduced in Bangladesh	▶	44

Key Financial Highlights for the Year 2023-2024

Shareholders Equity



BDT 2,505 cr
(2022-2023: BDT 2,330 cr)

GP Margin



41.51%
(2022-2023: 40.57%)

P/E



5.90
(Share price based on 30.06.2024)

Triple Bottom Line (TBL) at a Glance

In The ACME Laboratories Ltd., we believe that there is more to business than just making a profit. Long-term business success and sustainability rely on economic value, environmental health i.e one health and social progress. Our values are rooted in the concept of the 'Triple Bottom Line' (TBL) and we assume ourselves accountable in relationship to Profit, Planet and People.

 PEOPLE	 PLANET	PROFIT 
BDT 155,959,364 has been spent for company's contribution to recognized provident fund.	5 Lac liters' water in a day through Effluent Treatment Plant (ETP).	Achieved 18.49% Sales growth during the year 2023-2024
BDT 151,409,128 was disbursed under the scheme of WPPF and WWF.	313,072 Liters liters RO (Reverse Osmosis) reject water, cooling water and steam condensed water for gardening in a day.	Net Profit ratio 7.69 Net Profit Margin
BDT 14,140,345 has been spent for the purpose of employee's group insurance.	12,585 kg HFA gas through reducing the equivalent amount of CFC uses which is vital evils for global warming and ozone layer depletion.	BDT 118.39 net Assets Value per share is as at 30 June 2024

Cephalosporin Unit



ACME's Certified Lead Auditors of QMS & EMS Team

The ACME Laboratories Ltd. has consistently strived to ensure its employees have thorough awareness and understanding of internationally recognized management systems, in order to sustain its Perpetual Quest for Excellence and continual improvement. Previously, HR Division arranged the Certified Lead Auditor Training Programs where 18 participants were qualified in QMS and 35 participants qualified in EMS. Consequently, HR & QMS have jointly facilitated the development of a group of cross-functional QMS & EMS Certified Lead Auditors Team (SMEs) from both Corporate Office and Plant.

These SMEs having with them the in-depth knowledge of the ISO standards and will apply their expertise by cascading this knowledge within their own Department & Division to improve the integration of these standards into their functional & operational activities. Besides, the Lead Auditors will participate in Internal QMS Audits to create an interdisciplinary framework for continual improvement by identifying non-conformities, discrepancies & opportunities to further reinforce and add to ACME's existing compliance practices. The qualified EMS Lead Auditors are equally committed to expediting the implementation of EMS practices within the organization.

In order to ensure the dissemination of that knowledge across all levels of the company, QMS Department conducts periodic integrated training sessions at the Corporate Office, Plant, and Depots throughout Bangladesh. This approach will accelerate that our employees will receive the necessary training for process improvement, skill development, and reinforcement of ACME's QMS practices.



QMS & EMS Certified Lead Auditors Team (SMEs) from Corporate Office.



QMS & EMS Certified Lead Auditors Team (SMEs) from Plant.

Introduced 27 New Human products (21 Brands) in Bangladesh including 2 Pioneer products during the year

1st
Time
in Bangladesh

Cystnil

UTIpro

New Products

Ferti-Q

Combo 4

Luli Kill

Xaparin

Eyefil

Itopid

Telisa™ Plus

Olic

Bihale

FOLI
KIDZ

Trifera

Trugut

Airfors

Dequadin VT

Ezygut

Fo*i*Hair

New products have been always the core strength of The ACME Laboratories Ltd. With the continuation to that, ACME has already launched 27 new impressive products (21 Brands) for the 1st time in Bangladesh. All the products are already available in the market and lot more to come!

Introduced 17 New Veterinary products (11 Brands) in Bangladesh including 1 Pioneer products during the year

1st
Time
in Bangladesh

OF-Vet

New Products

Vita-ADE[®] Vet (Pet)

E-Vet Plus (Pet)

Neftonic Vet (Pet)

Hepafit Vet (Pet)

Cipro-D Vet

Benazol Vet[®]

Vita-D Plus Vet

SB Nate[®] Vet

A-Cal Vet

Cefqueen Vet

ACME Proudly Introduces Pioneer Brand...

Bolus

OF-Vet

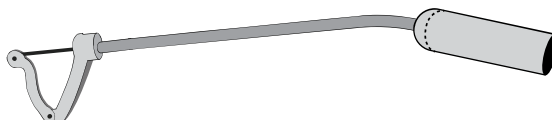
1st
Time
in Bangladesh

Vitamin A, Beta-Carotene & BHT

**Solution for the prevention of late
conception & anestrus in cow**



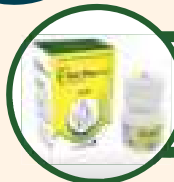
Bolus administering applicator (Balling gun)



ACME Proudly Introduces Pet Products...



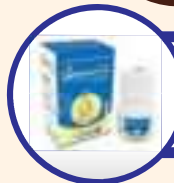
Vita-ADE[®] vet (Pet)



E-Vet Plus (Pet)



Hepafit Vet (Pet)



Neftonic Vet (Pet)

ACME's Probiotic

In 2024, ACME commercially launched
3 Probiotic Products from its dedicated cutting-edge
facility, fully aligned with the stringent standards of the
International Probiotic Association (IPA)



www.acmeglobal.com

QUALITY ASSURED BY



World Health
Organization



ACME



In 2024, ACME has achieved a new Milestone by
launching its 1st biotech product

Xaparin

Subcutaneous
Injection Only

Enoxaparin Sodium BP 40 & 60 mg

The Proven Anticoagulant Therapy



www.acmeplc.co.uk

QUALITY ASSURED BY



ACME

Off-Site Strategic Meeting



The ACME Laboratories Ltd. arranged its yearly Off-Site Strategic Meeting at the mid of 2023-2024 at Sayeman Beach Resort, Cox's Bazar. The meeting was arranged to overview the business performances of current year & also the strategic discussion for the next year.

Honorable Chairman, Nagina Afzal Sinha, Managing Director, Mr. Mizanur Rahman Sinha, other Board of Directors along with top Management of the Sales & Marketing team participated in the meeting.



Scientific Seminar & AGM of Bangladesh Society of Medicine (BSM), Sylhet Branch



ACME recently organized a Scientific Seminar, Annual General Meeting (AGM), and Family Get-Together with the esteemed doctors of the Bangladesh Society of Medicine (BSM), Sylhet Branch. The event was graced by the President of BSM Sylhet Branch, Prof. Dr. Shishir Ranjan Chakraborty, and Secretary General Prof. Dr. M. M. Jahangir Alam, along with other distinguished doctors. Director Fahim Sinha and senior members of the Marketing and Sales divisions of The ACME Laboratories Ltd. were also present, contributing to the success of this gathering.

Endometriosis Awareness Seminar at EWU and NSU



ACME's Gynocare organized a scientific seminar on Endometriosis Awareness at the Department of Pharmacy at both East West University and North South University. Expert doctors in the field shared valuable insights into the causes, symptoms, and management of endometriosis with the students, aiming to enhance their understanding of this condition and encourage early intervention and treatment.

Inter Division Cricket Tournament 2024



ACME organized an Inter-Division Cricket Tournament at both the Corporate Office and the Dhamrai Plant as a strategic initiative to boost employee engagement, motivation, and team spirit. In this exciting competition, The Mighty Maxima (Marketing, Sales & Distribution) team from the Corporate Office and Quality Operations – QC from the Dhamrai Plant emerged as the champions. Meanwhile, The Marvelous Monas (HR & Administration, Corporate Regulatory Affairs & LRQ Division) from the Corporate Office and PPIC from the Dhamrai Plant put forth commendable performances, securing the Runners-Up positions.

Launching of New Apps

ACME IMC (Integrated Marketing Communication)

The Marketing Division is proud to announce the launch of the ACME IMC (Integrated Marketing Communication) app! This tool is designed to streamline daily tasks for our Sales Teams by providing essential information directly from the Marketing Division. With ACME IMC, our field force can easily access updates on Marketing Strategies, Circulars, Directions, Action Plans, Knowledge resources, and more—empowering them to stay informed and effective in the field.



Meeting on Exchange of Views Regarding “Social, Economic and Environmental Development”



The aim of this exchange of views was to introduce and promote a sustainable approach through ‘Circular Livestock Agriculture’ and ‘Veterinary health care services’.

Partnership Agreement with Sojag



ACME signed an agreement with SOJAG regarding “Social, Economic and Environmental Development” on February 04, 2024. SOJAG, a leading and renowned NGO located in Dhamrai Upazilla of Dhaka, has been engaged in different socio-economic development activities since 1986.

Awareness Program on PCOS



September is the PCOS Awareness month. ACME hosted an informative and impactful awareness program on Polycystic Ovary Syndrome (PCOS) Awareness. The esteemed gynecologist, Dr. Jannat Ara Ferdows, graced the event as the keynote speaker and delivered an insightful presentation titled “PCOS: The Rising Trend”. Cystnil was the brand partner for this program. The program was arranged collaboratively by HR & Administration Division and Marketing Division.

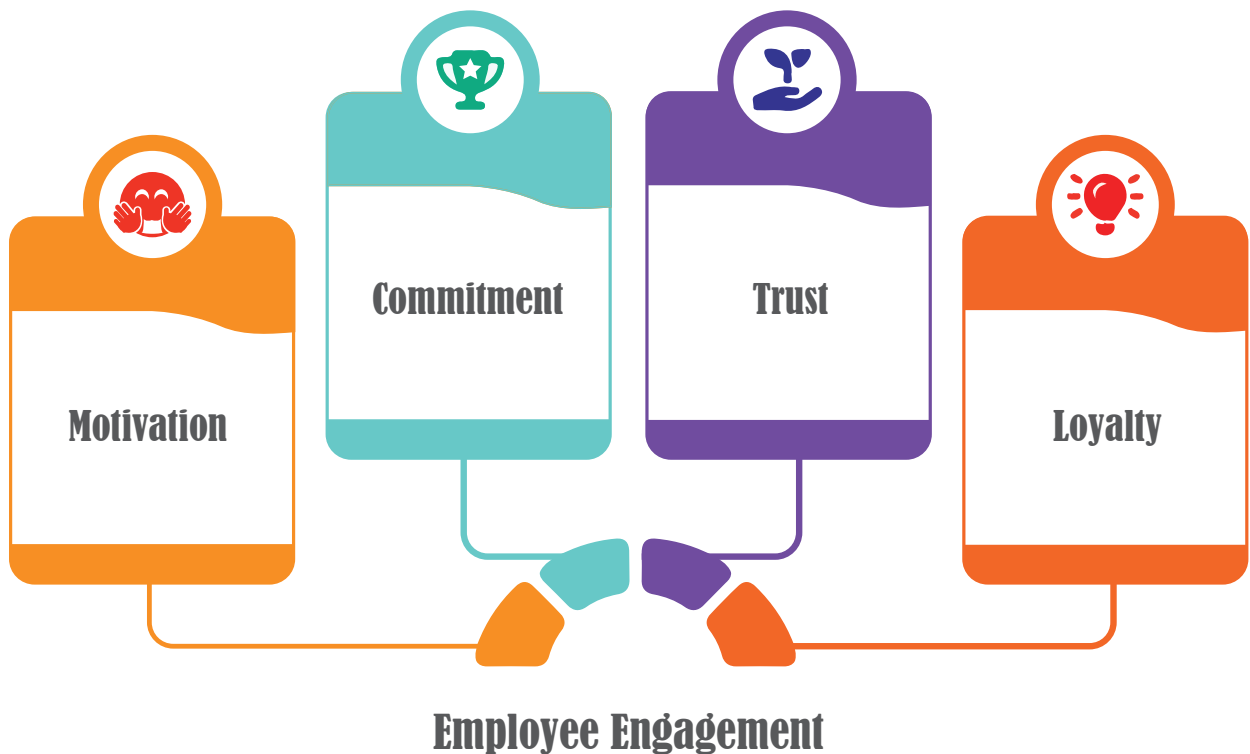
Livestock Farmers Lawn Meeting on Livestock Husbandry



Lawn meeting on modern livestock husbandry was held in different places in project area with the participation of cattle farmers. ACME & SOJAG collaboratively organized this lawn meeting under the agreement of “Social, Economic and Environmental Development”. The lawn meeting held important discussions on circular livestock agriculture, nature positive waste management, reduction of antimicrobial resistance and ensuring free online veterinary services through VET HEALTH app to establish farmer’s connectivity platform. Respective Local Service Provider (LSP) has conducted the meeting with the presence of ACME’s representative.

“Empowering Excellence Through Employee Engagement and Commitment”

In the dynamic and challenging environment of the pharmaceutical industry, the dedication and commitment of our employees remain our greatest assets. Engaged employees drive innovation, maintain quality, and ensure compliance-key pillars in achieving excellence in healthcare. At ACME, we prioritize fostering a culture of inclusivity, continuous learning, and shared purpose, where each team member feels valued and empowered. This commitment to engagement enhances productivity and nurtures a sense of ownership, directly contributing to our ability to meet patient needs, maintain robust R&D pipelines, and deliver high-quality products to the market. We firmly believe that our employees’ enthusiasm and unwavering dedication are integral to sustaining our growth, bolstering our market position, and achieving our vision to ensure Health, Vigour and Happiness.



“

We believe that quality healthcare is essential for all, and we strive to make this belief a reality through innovation, cutting-edge technology, sustainability, and social responsibility.

Nagina Afzal Sinha
Chairman



Message From The Chairman

Respected Shareholders, Customers, Partners, and Dear Colleagues, Ladies and Gentlemen,

It is my pleasure to address you as the Chairman of The ACME Laboratories Ltd. Over the past years, we have made remarkable strides in our journey to improve health and elevate the standard of pharmaceutical products in Bangladesh and beyond. As a company, we remain committed to our mission of delivering innovative, affordable, and accessible healthcare solutions to the communities we serve.

At ACME, our commitment to what matters most shapes everything we do. We are deeply dedicated to supporting patients, their families, and the community with access to best-in-class healthcare. As a company that has delivered quality products for decades, we believe that quality healthcare is essential for all, and we strive to make this belief a reality through innovation, cutting-edge technology, sustainability, and social responsibility.

Our growth this year has been driven by a focus on research, quality, and the expansion of our product portfolio. As Bangladesh's pharmaceutical sector continues to evolve, we strive to be at the forefront, aligning our efforts with global standards while meeting local healthcare needs. Through strategic investments in the latest product generic, technology, and ongoing commitment to quality control, we ensure our products not only comply with international regulatory standards but also contribute to the well-being of our customers.

During the financial year 2023- 2024, ACME demonstrated significant revenue growth, with total revenue rising by BDT 498.39 crore (18.49%) to reach BDT 3,193.16 crore compared to BDT 2,694.77 crore in the previous year. This growth contributed to a rise in net profit after tax by BDT 15.26 crore (6.62%), bringing it to BDT 245.62 crore. Consequently, Earnings Per Share (EPS) increased to BDT 11.61 from BDT 10.89 with a growth of 6.62%.

The API Project has reached a significant milestone with the start of its validation batch. As we informed you earlier the construction phase is completed, and all necessary machinery and spare parts have been successfully imported and installed. Key employees have been assigned to their respective roles, ensuring that the team is fully prepared for the next stages. Once the project is fully operational, ACME will be able to foster a local API market, reducing dependency on imported active raw materials and ensuring a consistent supply. This development is expected to lower material costs, generate employment opportunities, and increase API sales revenue. Additionally, it will save foreign currency, which is beneficial from a national economic standpoint.

In parallel, construction work on the New Solid Dosages Unit (Unit-7) at the Dhamrai Plant is progressing steadily. This unit, anticipated to be completed by 2026, will be

pivotal in meeting the projected rise in sales demand, further strengthening ACME's capacity to serve the market efficiently.

In 2024, the company successfully exported consignments to USA and secured a valuable U.S. government contract for one product, strengthening its foothold in the US market and opening avenues for long-term partnerships with government entities. Among other achievements, the company achieved first-time deliveries few products under Long-Term Arrangements (LTA) with UNICEF. A strategic agreement was also signed for product supply to the African market, supporting healthcare initiatives across the continent. Additionally, a significant volume successfully shipped to the UK market, reflecting the company's consistent performance in delivering high-quality products to international markets. We successfully introduced products into new markets, including Azerbaijan and Venezuela, along with several other ROW (Rest of World) regions. Additionally, we established a CDMO (Contract Development and Manufacturing Organization) partnership to supply a product to both Australia and Canada.

In addition to enhancing our production capabilities, we have prioritized talent development, fostering an environment where creativity, innovation, and integrity thrive. Our team of dedicated professionals is the backbone of our organization, enabling us to deliver excellence across all stages of production, from research and development to distribution.

As we look to the future, we are excited about the opportunities that lie ahead. We plan to strengthen our position in the international market, explore new therapeutic segments, and continue to prioritize the health and safety of our stakeholders. I would like to express my sincere gratitude to our shareholders for their continued trust, our customers for their loyalty, and our employees for their hard work and commitment. Finally, I would like to extend my heartfelt thanks to the Board of Directors and all members of the ACME family for their contributions to the company's business growth during the year 2023-2024. Together, we will continue to make a positive impact on healthcare, both in Bangladesh and globally.

ACME looks forward to another year of progress in product diversification, innovation, and technology as we continue our journey of 'Health, Vigour, and Happiness for All'.

Thank you for being a part of our journey.

Warm regards,



Nagina Afzal Sinha
Chairman



“

Together, we continue to transform challenges into opportunities, shaping a brighter future for our organization and the communities we serve.

Mizanur Rahman Sinha
Managing Director

Message From The Managing Director

Dear Valued Shareholders and Stakeholders,

I would like to express my deepest gratitude for the trust and confidence you have consistently placed in The ACME Laboratories Ltd. Your unwavering support has been instrumental in our ongoing journey of growth and excellence. On behalf of the Board of Directors and myself, I am honored to welcome you all to the 48th Annual General Meeting (AGM) of The ACME Laboratories Ltd. This meeting is not only an occasion to review our accomplishments over the past year but also an opportunity to reaffirm our commitment to achieving new milestones in our mission to advance health and well-being.

The pharmaceutical industry has recently been impacted by a series of serious challenges, hindering its stability and growth. Additionally, there has been a sharp rise in salaries and wages for factory, field, and office staff, directly squeezing profit margins. The industry is also grappling with higher financial expenses due to escalating interest rates and fluctuations in the dollar exchange rate, which contribute to increased import costs. Essential operational costs, such as fuel, gas, and electricity, have also risen, adding financial pressure. These challenges are compounded by a general downturn in the economic situation, affecting the industry's resilience and profitability.

In today's rapidly evolving global landscape, we face unparalleled levels of volatility, uncertainty, complexity, and ambiguity. These challenges have been magnified by the recent pandemic, which has continued to affect economies and healthcare systems worldwide. Additionally, recent geopolitical tensions, such as the prolonged conflict between Russia and Ukraine and the ongoing situations involving Israel with Palestine, Iran, and Lebanon, have further heightened global risks and uncertainties.

Despite facing these obstacles, rising inflation, and volatile markets impacted by ongoing international conflicts, Together, we continue to transform challenges into opportunities, shaping a brighter future for our organization and the communities we serve. In continuing with that during the year our company has maintained positive growth. Revenue increased by 18.49% this year. We have also seen an increase in Earnings per Share (EPS), which stands at BDT 11.61, a 6.62% improvement over the previous year. These achievements reflect our strong operational performance and strategic focus on sustainable growth.

Our flagship brands, such as Monas, Maxima, Ecosporin, FIX-A, Coralex, TPC, Famiclav, DDR, Orthogen, Lino, Zia Vet, Zymo vet and Fast Vet have continued to dominate the market. Additionally, we launched 44 new products during the year, further reinforcing our dedication to product innovation and leadership.

I am also excited to share that our most significant accomplishment was receiving the USFDA certification, strengthening its foothold in the US market and opening avenues for long-term partnerships with government entities and a collaboration with a US based generic company for contract manufacturing of three products. Our reach in regulated markets was further enhanced with the UK MHRA's approval of variations for 13 products, allowing us, as a CMO, to start supplying them to our partners in the UK. Among other achievements, the company successfully expanded exports to new markets, including Azerbaijan, Venezuela, and other ROW (Rest of World) regions and achieved first-time deliveries 3 products under Long-Term Arrangements (LTA) with UNICEF. Additionally, we established a CDMO (Contract Development and Manufacturing Organization) partnership to supply a product to both Australia and Canada.

The API project has progressed with all necessary infrastructure in place, including machinery installation. This project, when fully operational, will significantly reduce our dependency on imported raw materials, ensuring cost-effective production, consistent supply, and a strong local API market presence. In Addition, the inauguration of a new solid dosage unit at our Dhamrai facility highlights our commitment to meeting future market demands and enhancing production capabilities for sustainable growth.

Our achievements this year would not have been possible without the hard work and dedication of our team, the support of our valued shareholders, and the trust of our customers and partners. I extend my heartfelt thanks to all stakeholders for their unwavering support and look forward to our continued success together. I am equally grateful for the continuous support from regulators, government officials, healthcare professionals, bankers, and our valued trade partners.

Finally, I would like to thank the Board of Directors and the management team for their invaluable guidance and leadership. Their insights and direction have been instrumental in our achievements.

ACME's strong foundation, diverse product line, and commitment to regulatory compliance position us to navigate the industry's evolving landscape successfully. With ongoing projects and strategic collaborations, we are confident in our path forward to deliver value to our stakeholders, ensure sustainable growth, and continue our contributions to the healthcare sector locally and globally.

With Warm Regards,



Mizanur Rahman Sinha
Managing Director

Board of Directors



Nagina Afzal Sinha
Chairman



Mizanur Rahman Sinha
Managing Director



Jabilur Rahman Sinha
Deputy Managing Director



Jahanara Mizan Sinha
Deputy Managing Director



Tasneem Sinha
Deputy Managing Director



Sabrina Juned
Director



Tanveer Sinha
Director



Fahim Sinha
Director



Das Deba Prashad
Independent Director



Ehsan Ul Fattah
Independent Director



Kazi Sanaul Hoq
Independent Director



Md. Abul Hossain
Nominee Director



Md. Hasibur Rahman
Additional Deputy Managing Director



K. M. Badruddin, FCA, FCMA
ED & CFO



Masudur Rahman Bhuiyan, FCS
Company Secretary

Brief Profile of the Directors



Nagina Afzal Sinha

Chairman

Mrs. Nagina Afzal Sinha is the respected wife of former Chairman Mr. Afzalur Rahman Sinha. She has been serving as a Non-Executive Director at The ACME Laboratories Ltd. since 1981 and was elected as Chairman of the Company on September 5, 2018. Since then, Mrs. Sinha has worked tirelessly to fulfill her late husband's vision and lead ACME to new heights.

In her role, she provides leadership and governance to the Board, guiding its activities and ensuring that all critical issues are addressed promptly by its members. She ensures that the Board plays a constructive role in shaping the Company's strategies and policies, with decisions that are in ACME's best interests and reflect a consensus among Board members. Under her strong leadership, the Company has achieved significant and sustainable growth in both business and development.

Additionally, Mrs. Sinha serves as a Director of ACME Consumer Products Ltd. and holds shares in The ACME Agrovet and Beverages Ltd., ACME Overseas Trading Ltd., Sinha Printers Ltd., and Sinha Knit Industries Ltd. She is actively involved in various social and humanitarian initiatives, working to bring positive changes in society. On a personal level, she is committed to supporting the welfare of senior citizens in old age homes and children in orphanages.



Mizanur Rahman Sinha

Managing Director

Mr. Mizanur Rahman Sinha, Managing Director of The ACME Laboratories Ltd., graduated in Commerce from the University of Dhaka. He began his career at Habib Bank Ltd. in 1964, serving in various key roles before joining ACME in 1976 to fulfill the vision of his father, the late Hamidur Rahman Sinha, founder of the company. In 1981, he became Managing Director, and his 48 years of experience, dedication, and visionary leadership established ACME as one of the leading pharmaceutical company in Bangladesh.

Mr. Sinha also chairs Sinha Knit Industries Ltd., Sinha Knit and Denims Ltd., Kalyar Packaging Ltd., Kalyar Replica Ltd., and ACME Overseas Trading Ltd., and he serves as a director for Sinha Printers Ltd., The ACME Agrovet and Beverages Ltd., and ACME Consumer Products Ltd. His leadership has driven significant success and growth across these organizations in competitive markets.

He is widely respected as a dedicated social worker, known for his contributions to community welfare through the development of schools, colleges, madrasas, and local infrastructure. He was elected as a Member of Parliament in 1996 and 2001, representing Louhajang, Sherajdikhan in Munshiganj, and served as the State Minister of Health and Family Welfare for Bangladesh.



Dr. Jabilur Rahman Sinha

Deputy Managing Director

Dr. Jabilur Rahman Sinha has a B.Sc. in Chemistry from University of Dhaka, a M.Sc. in Pharmaceutical Chemistry from North Dakota State University, Fargo, North Dakota and a Ph.D. from University of Georgia, Athens, Georgia.

Since receiving his Ph.D., Dr. J. R. Sinha has done 2 years of post-doctoral work, one year in Medical College of Virginia, Virginia Commonwealth University, Richmond, Virginia and one year in University of Missouri, Columbia, Missouri, both in synthetic and analytical chemistry. Following his post-doctoral experience, Dr. Sinha was involved in research and teaching for 29 years in several academic institutions in the United States. His expertise includes teaching General, Organic and Analytical Chemistry. His outstanding evaluation by his superiors, peers and students year after year testifies to his success as an academician. Dr. Sinha has been an active member of American Chemical Society, Rho Chi Honor Society, and Sigma Xi Honor Society.

Dr. Sinha took 2 years of sabbatical leave from his University in the U. S. A. and worked full time at ACME from 1995 to 1997 and finally joined ACME permanently in 2003. He was closely involved in ACME activities during the period 1997 to 2003 including working in ACME during those summers. Given his limitations during his tenure in ACME, Dr. Sinha has provided active leadership, training, planning and supervising personnel to exceed their performance goals, sharing the fiscal, manufacturing and marketing responsibilities.



Jahanara Mizan Sinha

Deputy Managing Director

Mrs. Jahanara Mizan Sinha, is the Deputy Managing Director of The ACME Laboratories Ltd. She has been contributing aimlessly with her constructive ideas and inspirational guidance towards enabling ACME for pursuing highest peak of excellence and countless success.

Mrs. Jahanara Mizan Sinha is also the Chairman of J M Sinha Agriculture Food Processing Industries Ltd., and Sanjar Aviation Ltd., as well as Director of The ACME Agrovet & Beverages Ltd., Sinha Printers Limited, ACME Consumer Products Ltd. and Kalyar Replica Ltd. She is also the member of Nomination and Remuneration Committee (NRC) of ACME. She is a social entrepreneur which has given her an opportunity to make a difference in the society. She is also the Cabinet Member and regional Chairperson HQ, Lions Clubs International. In addition, is also the founder Director of Lions Club of Dhaka Shapla and former Vice President of Women's Voluntary Association (WVA).



Ms. Tasneem Sinha

Deputy Managing Director

Ms. Tasneem Sinha is the daughter of Mr. Mizanur Rahaman Sinha, Managing Director and Mrs. Jahanara Mizan Sinha, Deputy Managing Director of the Company. She completed her education at Home Economics College under the University of Dhaka and after completing her education, immediately got involved with the family business. Since her joining the Board of The ACME Laboratories Ltd. as a Director, on 10 September 2020, she is playing a vital role in the Board as well as in the operational activities of the Company.

At present, she is also acting as the Chairman of AMBE Clearing Ltd. and Marine Coast Resort and Spa Ltd. Besides, her professional/business life, she provides a significant contribution as the Managing Director of Kalyar Packaging Ltd., Kalyar Replica Ltd., Skye Rotogravure Printing Industries Ltd., Director of The ACME Agrovet and Beverages Ltd., and ACME Consumer Products Ltd., J.M. Sinha and Agriculture Food Processing Industries Ltd., Sinha Knit and Denims Ltd., Sanjar Aviation Ltd. and ACME Sustainable Agro Ltd.

An entrepreneur in her own right, Ms. Tasneem Sinha also started her own business, Kalyar Replica Ltd. and Kalyar Packaging Ltd. a leading Packaging Company in the country since 2008. Since its inception, within a short span of time, Kalyar has been widely entrusted as one of the leading Flexible Packaging and Corrugated Packaging Company in Bangladesh having working experience with local corporations and multinational companies. Being one of the most successful women entrepreneurs in the country, she accepts challenges and undertakes projects that are transformative and forward-looking in nature. Ms. Sinha is a seasoned professional who is able to lead cross-functional departments with high efficiency in order to achieve targeted results. As such, she is closely involved with the overall day-to-day business activities of The ACME Laboratories Ltd. and carries out her assigned responsibilities with utmost sincerity and full dedication. Under her supervision, ACME's Supply Chain division has been streamlined into an effective business unit that is readily able to meet any internal demand at any time.

In recognition of her remarkable contribution as a Managing Director of Kalyar Replica Ltd. and Kalyar Packaging Ltd. Ms. Tasneem Sinha received the most prestigious award, 'An Icon Women Entrepreneur of the year – 2012' awarded by Business Asia under the title - 'Business Asia Most Respected Company Award - 2012.'

Ms. Tasneem Sinha is actively involved with many social and community development works. Personally, she cares deeply about women empowerment, gender equality in our country and has been working relentlessly to convey an awareness of this issue.



Mrs. Sabrina Juned

Director

Mrs. Sabrina Juned, daughter of dynamic former chairman Mr. Afzalur Rahman Sinha and running chairman, Mrs. Nagina Afzal Sinha, joined ACME in 2002 after completing her education at Rutgers University, USA. Initially, she worked under her father's guidance, contributing to various aspects of the business until 2014, when she took a brief break for personal reasons. Following her father's passing, she rejoined ACME as a Director in September 2018, overseeing Supply Chain Management and Information Technology and gradually expanding her involvement in day-to-day operations.

On September 10, 2020, Mrs. Juned was appointed to ACME's Board of Directors. In her role, she has demonstrated a strategic roadmap for ACME's sustainable business development across short-, medium-, and long-term goals. She has played a vital role in transforming the organization's corporate culture, governance, and management systems, creating an environment where innovation is encouraged, talent is nurtured, and organizational growth is prioritized.

Mrs. Juned also serves as Chairman of ACME Sustainable Agro Ltd., and as a Director of The ACME Agrovat and Beverages Ltd. and ACME Consumer Products Ltd. A shareholder of ACME Overseas Trading Ltd., she is a strong promoter for women's empowerment, promoting equal workplace opportunities and addressing barriers to gender equality. She collaborates closely with stakeholders to raise awareness and drive positive change on these fronts. In her personal life, Mrs. Juned is dedicated to supporting underprivileged children and women in remote areas of Bangladesh, helping them achieve socio-economic independence. She is also involved in the welfare of senior citizens in old age homes, children in orphanages, and young women in shelters, making a significant impact in her community.



Mr. Tanveer Sinha

Director

Mr. Tanveer Sinha, son of Mr. Mizanur Rahman Sinha, Managing Director, and Mrs. Jahanara Mizan Sinha, Deputy Managing Director, completed his graduation from Edinburgh Napier University, Scotland, in 1997. Inspired to make a meaningful impact in the healthcare sector, he joined ACME with the vision of contributing to the pharmaceutical industry and improving public health. Over the past decade, he has held various top management roles at ACME, providing strategic guidance and shaping corporate policies.

On September 10, 2020, Mr. Tanveer Sinha officially joined the Board of The ACME Laboratories Ltd. as a Director since then he has been playing a vital role. Currently, he oversees the company's financial strategies and major projects, including the construction and implementation of ACME's API (Active Pharmaceutical Ingredient) manufacturing plan.

Mr. Sinha is the Managing Director of Sinha Knit Industries Ltd., Sinha Knit and Denims Ltd., J.M. Sinha Agriculture Food Processing Industries Ltd., and Birgonj Fish Hatchery and Aquaculture Ltd. He also serves as the Chairman of The ACME Agroveter and Beverages Ltd., Sinha Logistics and Transport Ltd., Sinha Sourcing Ltd., and ACME Consumer Products Ltd. In addition, he holds the position of Director at ACME Overseas Trading Ltd., Kalyar Packaging Ltd., Kalyar Replica Ltd., Sanjar Aviation Ltd., and ACME Sustainable Agro Ltd.

With having 23 years of experience in pharmaceuticals, textiles, garments, IT, and consumer products, Mr. Tanveer Sinha is a skilled leader known for his expertise in strategic planning, business restructuring, stakeholder relations, and corporate vision. His strong creativity and meticulous approach have driven organizational achievements.

Mr. Sinha is a member of the Bangladesh Garments Manufacturers and Exporters Association (BGMEA) and the Bangladesh Computer Society (BCS), as well as a member of Dhaka Club Ltd., Uttara Club Ltd., Banani Club Ltd., Dhaka Boat Club Ltd., and Narayanganj Club Ltd.



Mr. Fahim Sinha

Director

Mr. Fahim Sinha, son of former Chairman Mr. Afzalur Rahman Sinha and current Chairman Mrs. Nagina Afzal Sinha, joined ACME in 2005 and was officially appointed to the Board of The ACME Laboratories Ltd. on September 10, 2020. Since then, he has played a crucial role in both Board activities and market operations for the company.

Mr. Sinha has led numerous projects within ACME to enhance operational efficiency, productivity, and employee morale, bringing transformative changes to ACME's culture and brand image in recent years. He collaborates with HR & Administration, Marketing, Sales, and Distribution divisions to develop and implement policies and strategies that promote sustainability and profitability for the Company.

He also serves as Managing Director of The ACME Agrovet & Beverages Ltd., Sinha Printers Limited, ACME Consumer Products Ltd., and ACME Overseas Trading Ltd., and as a Director for Sinha Knit Industries Ltd. and ACME Sustainable Agro Ltd.

A passionate sports enthusiast, Mr. Fahim Sinha is an active supporter and organizer of sports events across Bangladesh. He has represented the country in various local, national, and international sporting events and is involved in cricket, snooker, pool, and billiards. He holds several leadership positions, including Vice Chairman of the Abahani Ltd. Hockey Committee and Director of the Bangladesh Cricket Board (BCB), where he also chairs the Finance & Logistics Committee.



Mr. Das Deba Prashad

Independent Director

Mr. Das Deba Prashad, an Independent Director of The ACME Laboratories Ltd., obtained the degree of Master of Commerce in Accounting from Dhaka University in 1968 and was placed in the first class. He had a brief stint as a college teacher before he joined the then Eastern Federal Union Insurance Co. Ltd. as an executive officer in its central office at Karachi in Pakistan and took extensive and intensive training on insurance from July, 1970 to March, 1971.

In Bangladesh, he started his career as a Deputy Manager and rose to the position of an Assistant General Manager in the Jiban Bima Corporation before joining the Delta Life Ins. Co. Ltd, in early 1987 as an Executive Vice President. He eventually became the Managing Director of DLICL in 2000 and served as such till his retirement in 2012. Thereafter, he sometime served as the Chief Consultant/Consultant in several life Insurance companies. Moreover, as of the present he has been acting as an Independent Director and Chairman of the Audit Committee in a leading Life Insurance Company in Bangladesh.

As an Independent Director Mr. Prashad joined in The ACME Laboratories Ltd. on 10 December, 2020 and he is also the Chairman of the Nomination and Remuneration Committee (NRC) and Audit Committee.



Mr. Ehsan UI Fattah

Independent Director

After obtaining the degree of Masters from the University of Dhaka, Mr. Ehsan UI Fattah joined civil service in 1979 as an Assistant Commissioner. He served under the government in various capacities in many districts. He became secretary in 2006 and served in the National Parliament, the Ministry of Food and Disaster Management, the Ministry of Health and Family Welfare, Planning Commission, the Ministry of Youth and Sports and Ministry of Land. He gathered experiences in local government institutions, national health policy, population policy, relief, rehabilitation, Preparation of ADB, Poverty Reduction Strategic Plan etc.

Currently, he serves as an Independent Director on ACMEs Board since December 10, 2020. He is also a member of the Audit Committee and the Nomination and Remuneration Committee (NRC) of the company.



Kazi Sanaul Hoq

Independent Director

Kazi Sanaul Hoq, a distinguished professional with a strong academic background, holds a B. Com (Hon's) and M. Com in Accounting from the prestigious University of Dhaka. With an extensive career in the field of commerce, he has garnered a wealth of experience and expertise. He has served as the Chairman of the Board of Directors of Rupali Bank Ltd., he has held pivotal roles in various financial institutions. Before his latest position, Mr. Hoq served as the Managing Director of Dhaka Stock Exchange Ltd. His illustrious career includes leadership roles as the Managing Director of the Investment Corporation of Bangladesh, Rajshahi Krishi Unnayan Bank, and Bangladesh Karmasangsthan Bank. Commencing his career as a Senior Officer at ICB on October 25, 1984, he climbed the ranks, serving in different senior positions within the Investment Corporation of Bangladesh and its subsidiaries. Notably, he also acted as a Nominee Director (Nominated by ICB) of The ACME Laboratories Ltd. from September 11, 2017, to September 9, 2019. Kazi Sanaul Hoq's diverse experience and leadership in the financial sector underscore his commitment to excellence and his significant contributions to the industry.

Since 13 November 2023, Mr. Kazi Sanaul Hoq has been added as Independent Director of The ACME Laboratories Ltd. for a period of three years with effect from 13 November. He is also a member of the Audit Committee and the Nomination and Remuneration Committee (NRC) of the company since 29 April 2024



Mr. Md. Abul Hossain

Nominee Director

Md. Abul Hossain has been serving as the Managing Director of Investment Corporation of Bangladesh since 21 August 2019, the core public sector investment bank of the country. Mr. Hossain has more than 33 years of diversified experience in investment banking, specialized and commercial banking, Islamic banking, Asset management and ICT works. He started his career as a System Analyst/ Senior Principal Officer of ICB in 1998 and served in different positions in the same organization. Prior to his joining in ICB, he acted as the Managing Director of Karmasangsthan Bank. He also served as the Managing Director (Additional Charge) and Deputy Managing Director of Bangladesh Krishi Bank.

Currently, he is contributing his professional expertise as a Board member of British American Tobacco Bangladesh Co. Ltd. (BATBC), Unilever Consumer Care Limited (UNILEVERCL), Standard Bank Limited, National Tea Company Limited (NTC), Apex Tannery Limited, United Power Generation & Distribution Company Limited (UPGDCL), Apex Footwear Limited, Heidelberg Cement Bangladesh Limited and Padma Bank Limited. In addition to perform his professional duties, Mr. Hossain is actively involved in different philanthropic activities of various national, social, cultural, religious and volunteer organizations.

Mr. Md. Abul Hossain joined in the board of Director of The ACME Laboratories Ltd. as a Nominee Director by the Investment Corporation of Bangladesh since 9 September 2019 and is also the member of the Nomination and Remuneration Committee (NRC) and member of the Audit Committee of the Company.

Directors' Report

For the year ended 30 June 2024

DEAR SHAREHOLDERS,

On behalf of the Board of Directors of The ACME Laboratories Ltd., I warmly welcome you to the 48th Annual General Meeting of our esteemed company. We deeply appreciate your presence today as valued shareholders and stakeholders, and we thank you for your continued support throughout the past year.

At this Annual General Meeting, we are proud to present the Directors' Report and Audited Financial Statements for the financial year ending on 30th June 2024. This report contains information about the company's performance, financial health, and strategic initiatives during the past year. The preparation of these reports is in accordance with the following regulatory guidelines.

1. Section 184 of the Companies Act, 1994.
2. Rule 12 and the schedule thereunder of the Bangladesh Securities and Exchange Rules, 1987.
3. Bangladesh Securities and Exchange Commission Notification no. BSEC/CMRRCD/2006-158/207/ Admin/ 80, dated 03 June 2018.

PROFIT AND ITS APPROPRIATION

Particulars	(BDT in million)	
	2023-2024	2022-2023
Net Profit after Tax	2,456.181	2,303.590
Adjustment for depreciation on revaluation surplus	45.887	47.719
Adjustment for disposal/ discard of PPE	-	8.325
Profit brought forward from previous year	10,849.777	9,124.947
Total Profit Available for appropriation	13,351.845	11,484.581

Appropriation

Cash Dividend for the year 2022-2023 (Comparative year 2021-2022)	(698.286)	(634.805)
Closing Retained Earnings at the year- end (before proposed Dividend)	12,653.559	10,849.777
Proposed cash dividend for the year 2023-2024 @ 35%	(740.606)	(698.286)
Retained earnings after Proposed Dividend	11,912.953	10,151.491

INDUSTRY OUTLOOK AND POSSIBLE FUTURE DEVELOPMENT

Pharmaceuticals Industry is one of the success stories of Bangladesh in the last four decades. The sector is one of the most developed, knowledge-based and technology-driven industries, which is contributing to the country's economy.

In 2024, Bangladesh demonstrated economic resilience with steady growth, despite significant challenges in delivering value to investors. Rising inflation and global uncertainties were key obstacles. The export sector and foreign direct investment, particularly in infrastructure, were major drivers of economic progress. However, issues such as political instability, growing inequality, and the impact of climate change posed challenges to sustained economic stability and development.

Bangladesh's pharmaceutical market reached an estimated value of USD 3.1 billion in 2024, according to IQVIA, with a projected compound annual growth rate (CAGR) of 8% by 2025. The industry exports pharmaceutical products to over 150 countries, with approximately 97% of the domestic demand met by local manufacturers. In 2024, the sector exported around USD 205 million worth of products, supported by strong local demand and significant investment in research and development (R&D).

The growth in the pharmaceutical sector has largely been driven by local players, particularly due to government policies favoring domestic players, Economic Growth of the country, Population Growth rate, Growing Income level of people, Increase in modern healthcare facilities, Lower cost of labor, Health awareness of mass people, Changing Life Style & High Life Expectancy. All these factors will make the pharma industry more sustainable, which logically attracts the scope for further growth in investment for expansion and development in this industry. Cost of labor in Bangladesh is 3 to 4 times lower than that of China and India. That is why; we are ensuring the best quality medicine with an affordable price.

The WTO-TRIPS Council, on 6 November 2015 granted the Least Developed Countries (LDCs) exemptions from Pharmaceutical patent until 2033. Due to the benefits of TRIPS agreement applicable for manufacturers in LDC, local players end up producing medicines at much cheaper rates, compared to their international counterparts. As a result, medicine prices have remained within reach of the mass population.

The sector is emerging as a developing export destination as a number of top local Pharmaceutical companies have received American & European regulatory approvals for exporting to developed markets. Alongside, pharmaceutical players are targeting to capture a significant market share in price sensitive African markets.

Since we have to import 98% of APIs, considering the issue, the government has already handed over 42 plots of environment friendly Active Pharmaceutical Ingredient (API) Industrial park at Gazaria, Munshiganj to 28 Drug Manufacturers. Most of the top-ranking pharma companies got plots at the API Park and some of them have already started the construction works over there. Details of our API Project has been discussed in page no. 62-63.

COST OF GOODS SOLD, GROSS PROFIT MARGIN AND NET PROFIT MARGIN

During the year, the company achieved significant revenue growth of 18.49% compared to the previous year. Cost of Goods Sold (COGS) for FY 2023-2024 was BDT 18,677 million, or 58.49% of revenue, compared to BDT 16,016 million (59.43%) in the previous year. Gross Profit Margin rose to 41.51% from 40.57%, while Net Profit Margin decreased slightly to 7.69% from 8.55%. It appears that the company has been able to reduce the Cost of Goods Sold as a percentage of revenue in the most recent financial year. This improvement in cost management has led to an increase in the Gross Profit Margin. However, the Net Profit Margin has seen a slight decrease, which could be due to various factors like increased operating expenses or other financial considerations.

The reduction in COGS as a percentage of revenue reflects improved cost management, boosting Gross Profit Margin. It's important for the company to continue monitoring and managing its costs effectively to sustain and potentially improve its profit margins in the future.

EXTRAORDINARY ACTIVITIES

During the period under review, there were no extraordinary activities to report. All operations and events remained within the scope of routine activities and adhered to standard procedures without any significant deviations or notable occurrences.

RELATED PARTY TRANSACTIONS DISCLOSURES

The Company carried out a number of transactions with related parties in the normal course of business and on arm's length basis. The Directorship of the company is mostly in common. Details of the transactions are provided in the note 40 of Financial Statements for the year ended 30 June 2024.

PRESENT STATUS OF ACTIVE PHARMACEUTICALS INGREDIENTS (API)

Details regarding Present Status of Active Pharmaceuticals Ingredients (API) has been given in page no. 62-63.

SUBSEQUENT RESULTS AFTER INITIAL PUBLIC OFFERING (IPO)

The company listed its securities on Dhaka and Chittagong Stock Exchanges in 2016, issuing 50 million ordinary shares at BDT 10 each, raising BDT 409.60 crore, including premium. The funds were fully utilized by January 2022. The IPO marked a key milestone, with no further instruments issued during the financial year. Financial performance has improved post-IPO, as highlighted on page 53 under "Financial Highlights for the Last 5 Years," reflecting increased investor confidence and capital growth.

REMUNERATION PAID TO THE DIRECTORS INCLUDING INDEPENDENT DIRECTORS

During the year 2023-2024, a remuneration of BDT 45,600,000 has been paid to the whole time Directors of the Company. The Company did not pay any remuneration to its Independent Directors except sitting fees for attending at the meetings of the Board of Directors and respective committees to whom they are members. A Statements regarding payment of remuneration to its Directors is as under:

(Amount in BDT)

Particulars	2023-2024	2022-2023
Director	45,600,000	45,600,000
Independent Director	-	-

FAIRNESS OF THE FINANCIAL STATEMENTS

The financial statements together with the notes thereon have been drawn up in conformity with the Companies Act, 1994 and Securities & Exchange Rules, 1987. These statements fairly present the company's state of affairs, the results of its operations, cash flow and changes in equity. In compliance with the requirement of the Bangladesh Securities and Exchange Commission (BSEC) Corporate Governance Code; dated: June 3, 2018, Chief Executive Officer and Chief Financial Officer have given the declaration about the fairness of the financial statements, which is shown on page no. **135-136** of the report.

BOOKS OF ACCOUNTS

Proper books of accounts have been maintained by the Company as per Section 181 of Companies Act, 1994.

CONSISTENCY OF APPROPRIATE ACCOUNTING POLICIES

Accounting policies adopted by the Company have been consistently applied in preparation of the Financial Statements and that the accounting estimates are based on reasonable and prudent judgement. The accounting policies adopted and applied by the Company are appropriate in view of the nature of its business operations of the Company.

APPLICATION OF INTERNATIONAL ACCOUNTING STANDARDS (IAS) OR INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS)

The International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), Bangladesh Securities and Exchange Rules, 1987, Stock Exchanges (Listing) Regulations, 2015 and as applicable any other laws in Bangladesh, have been duly followed by the Company in preparation of the financial statements and any departure there from has been adequately disclosed.

INTERNAL CONTROL

The system of internal control is well-designed, effectively implemented, and regularly monitored by the Company. Both internal and external auditors have thoroughly examined the system. The Company places continuous emphasis on enhancing the internal control system and remains committed to making further improvements whenever necessary.

INTEREST OF MINORITY SHAREHOLDERS

As a consistent policy, the Company's management has meticulously protected the interests of minority shareholders. It safeguards them from any abusive actions by controlling shareholders, whether acting directly or indirectly, or in their own interests. Furthermore, the Company has implemented an effective system of redress to address such issues promptly and ensure fairness.

GOING CONCERN

There is no doubt upon the Company's ability to continue as a going concern; accordingly, the financial statements of the Company have been prepared on going concern basis.

SIGNIFICANT DEVIATIONS FROM THE LAST YEAR'S OPERATING RESULTS OF THE COMPANY

No Significant deviation has been occurred from the last years operating results of the company.

KEY OPERATING AND FINANCIAL DATA OF LAST PRECEDING 5 (FIVE) YEARS

A statement of key operating and financial data of last preceding 5 (five) years are as under:

Financial Highlights

For last 5 Years

BDT in million

Particulars	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020
Statement of Profit or Loss					
Revenue	31,931.63	26,947.71	23,858.41	20,770.14	19,003.66
Cost of Goods Sold	18,676.83	16,016.00	14,394.05	12,719.82	11,728.94
Gross Profit	13,254.80	10,931.71	9,464.36	8,050.32	7,274.72
Profit before Taxation	3203.72	2,893.24	2,693.14	2,073.50	1,979.43
Profit after Taxation	2,456.18	2,303.59	2,110.89	1,569.23	1,450.50
Statement of Financial Position					
Share Capital	2,116.02	2,116.02	2,116.02	2,116.02	2,116.02
Share Premium	5,127.60	5,127.60	5,127.60	5,127.60	5,127.60
Revaluation Surplus	4,971.56	5,017.45	5,136.05	5,183.84	5,238.75
Gain/(Loss) on Marketable Securities (Unrealized)	3.63	4.81	6.04	8.41	(2.16)
Tax Holiday Reserve	179.46	179.46	179.46	179.46	179.46
Retained Earnings	12,653.56	10,849.78	9,124.95	7,495.26	6,384.51
Key Ratios					
Number of shares	211.60	211.60	211.60	211.60	211.60
Earnings per share (Taka)	11.61	10.89	9.98	7.42	6.85
Current Ratio - (Times)	1.11	1.12	1.12	1.14	1.05
Net operating cash flow per share (Taka)	9.24	5.95	5.37	12.72	5.42
Net Asset Value Per Share (Taka)	118.39	110.09	102.50	95.04	90.00
NP Margin	7.69%	8.55%	8.85%	7.56%	7.63%

EXPLANATION ON THE REASONS IF THE ISSUER COMPANY HAS NOT DECLARED DIVIDEND (CASH OR STOCK) FOR THE YEAR

The Company always maintains Consistent Dividend Policy and has being paying Dividend constantly. During the year, the Company proposed 35% Cash Dividend to its Shareholders.

BONUS OR STOCK DIVIDEND DECLARED AS INTERIM DIVIDEND

No Bonus share or stock dividend has been declared by the Board as an interim dividend during the Financial Year 2023-2024.

BOARD MEETINGS AND ATTENDANCE BY EACH DIRECTOR

Seven Board Meetings were held during the year under review. The attendance records of the Directors are mentioned below:

As at 30 June 2024

Name of Directors	Position	No. of Meetings held	No. of Meetings attended
Mrs. Nagina Afzal Sinha	Chairman	07	07
Mr. Mizanur Rahman Sinha	Managing Director	07	07
Dr. Jabilur Rahman Sinha	Deputy Managing Director	07	07
Mrs. Jahanara Mizan Sinha	Deputy Managing Director	07	07
Ms. Tasneem Sinha	Deputy Managing Director	07	06
Mr. Md. Abul Hossain	Nominee Director of ICB	07	07
Mr. Tanveer Sinha	Director	07	05
Mrs. Sabrina Juned	Director	07	07
Mr. Fahim Sinha	Director	07	07
Mr. Das Deba Prashad	Independent Director	07	07
Mr. Ehsan Ul Fattah	Independent Director	07	07
*Mrs. Evana Haque, FCA	Independent Director	01	01
**Mr. Kazi Sanaul Hoq	Independent Director	04	04

*Mrs. Evana Haque, FCA, Independent Director resigned from her position of Independent Director and Chairperson of Audit committee, which was approved by the Board of Directors in its 151st Meeting held on 10 October 2023.

**Mr. Kazi Sanaul Hoq, appointed as Independent Director dated on 13 November 2023 by the Board in its 153rd Meeting which was approved in the 47th AGM by the shareholders with proper consent from BSEC.

A REPORT ON THE PATTERN OF SHAREHOLDING AS AT 30 JUNE 2024

A report on the pattern of shareholding as at 30 June 2024 disclosing the aggregate numbers of shares (along with name-wise details) is stated below:-

As on 30 June 2024

SI No.	Name and Particulars	Designation	Number of holding
A. Parent or Subsidiary or Associated Companies and other related parties:			
01.	The ACME Laboratories Ltd. does not have any Parent, Subsidiary, or Associated Companies as at 30 June 2024 and other related parties do not hold any shares of the Company.		
B. (I) Directors and their spouses and minor children (name-wise details):			
01.	Mrs. Nagina Afzal Sinha	Chairman	11,888,433
02.	Mr. Fahim Sinha, S/O Mrs. Nagina Afzal Sinha	Director	9,375,961
03.	Mrs. Sabrina Juned, D/O Mrs. Nagina Afzal Sinha	Director	9,102,613
04.	Mr. Mizanur Rahman Sinha	Managing Director	8,574,000
05.	Mrs. Jahanara Mizan Sinha, W/O Mr. Mizanur Rahman Sinha	Deputy Managing Director	5,290,000
06.	Ms. Tasneem Sinha, D/O Mr. Mizanur Rahman Sinha	Deputy Managing Director	9,761,300
07.	Mr. Tanveer Sinha, S/O Mr. Mizanur Rahman Sinha	Director	9,600,659
08.	Dr. Jabilur Rahman Sinha	Deputy Managing Director	4,860,696
09.	Hasina Jabil Sinha, W/O Dr. Jabilur Rahman Sinha	Shareholder	3,641,245
10.	Mr. Md. Abul Hossain	Nominee Director of ICB & ICB's holding	8,419,940
11.	Mr. Das Deba Prashad	Independent Director	N/A
12.	Mr. Ehsan Ul Fattah	Independent Director	N/A
13.	Mr. Kazi Sanaul Hoq	Independent Director	N/A
B. (II) CIAE , ED & CFO, Company Secretary and their spouses and minor children (name-wise details):			
01.	Md. Hasibur Rahman	Additional DMD and Chief Internal Audit Executive (CIAE)	60,180
02.	Kazi Mohammed Badruddin, FCA, FCMA	Executive Director & Chief Financial Officer	N/A
03.	Mr. Masudur Rahman Bhuiyan, FCS, and his spouse including minor child	Company Secretary	N/A
C. Executives			
01.	Mr. Md. Hasibur Rahman	Additional Deputy Managing Director	60,180
02.	Kazi Mohammed Badruddin, FCA, FCMA	Executive Director & Chief Financial Officer	N/A
03.	Dr. Syed A.M. Mustafij Billah	Executive Director- Plant Operation	N/A
04.	Mr. Md. Ferdous Khan	Executive Director- Sales Management & Distribution	N/A
05.	Mr. Asad Quader Shamsuddin	Director- Engineering Division	N/A
D. Shareholders holding ten percent (10%) or more voting interest in the company (name-wise details)			
01.	There is no shareholder who holds 10% or more shares of The ACME Laboratories Ltd.		

COMPOSITION OF SHAREHOLDING POSITION

The shareholding Position as at 30 June 2024 of the Company is given below:

As at 30 June 2024

Name of the Shareholders	Designation	No. of Shares	% of holding
Mrs. Nagina Afzal Sinha	Chairman	11,888,433	5.62%
Mr. Mizanur Rahman Sinha	Managing Director	8,574,000	4.05%
Dr. Jabilur Rahman Sinha	Deputy Managing Director	4,860,696	2.30%
Mrs. Jahanara Mizan Sinha	Deputy Managing Director	5,290,000	2.50%
Ms. Tasneem Sinha	Deputy Managing Director	9,761,300	4.61%
Mr. Tanveer Sinha	Director	9,600,659	4.54%
Mr. Fahim Sinha	Director	9,375,961	4.43%
Mrs. Sabrina Juned	Director	9,102,613	4.30%
Mrs. Parveen Akhter Khanam	Sponsor Shareholder	7,519,158	3.55%
Mrs. Khurshid Jahan Dabir (Mrs. Laizu Dabir)	Sponsor Shareholder	725	0.00%
Investment Corporation of Bangladesh (ICB)	Shareholder	8,419,940	3.98%
Institute	Shareholder	65,934,806	31.16%
Foreign	Shareholder	295,100	0.14
General Public	Shareholder	60,978,309	28.82%
Total		211,601,700	100%

RE-APPOINTMENT OF DIRECTORS

Ms. Tasneem Sinha, Mr. Tanveer Sinha, Mrs. Sabrina Juned and Mr. Md. Abul Hossain members of the Board of Directors of the Company shall retire from the Board in the forthcoming 48th Annual General Meeting as per clauses no. 148 & 149 of the Articles of Association of the company, because of the longest duration in office since their last election.

As per clause no 150 of the Articles of Association of the Company, being eligible, all the above-mentioned directors shall be re-elected as directors by the approval of the shareholders of the company in its forthcoming 48th Annual General Meeting. A brief resume of the Directors including their expertise and Directorship/Membership with other companies/Committees are provided in the Directors' profile section of this Annual Report on **page no. 42-49**.

MANAGEMENT DISCUSSION SIGNED BY CEO OR MD FOCUSING ON THE COMPANY'S POSITION AND OPERATIONS

A management discussion and analysis signed by the CEO or MD presenting a detailed analysis of the Company's position and operations along with a brief discussion of changes in the Financial Statements has been presented on **Page no. 59-61**.

DECLARATION OR CERTIFICATION BY THE CEO AND THE CFO TO THE BOARD AS REQUIRED UNDER CONDITION NO. 3(3) SHALL BE DISCLOSED AS PER ANNEXURE-A

Declaration or certification by the CEO and the CFO to the Board is appended in this Annual Report under Annexure A, **Page no. 135-136**.

THE REPORT AS WELL AS THE CERTIFICATE REGARDING COMPLIANCE WITH THE CONDITIONS OF THIS CODE AS REQUIRED UNDER CONDITION NO. 9.

The report, as well as certificate regarding compliance of conditions of this code as required under condition No. 9, has been presented under Annexure -B and Annexure -C in the **page no. 137 and 138-155** respectively.

APPOINTMENT OF AUDITORS

As per the Listing regulations of 2015:

Regulation No. 15. (2) "The issuer of listed securities shall not appoint any firm of chartered accountants as its statutory auditors for a consecutive period exceeding three years." And Regulation no. 15(3) "The auditor/audit firm shall not also be eligible for performing the auditing of financial statements of the issuer of listed securities for a consecutive period exceeding three years."

M/s Fames & R, Chartered Accountants (a member of PrimeGlobal, an association of independent accounting firms), served as the Statutory Auditor of the Company for the financial years 2021-2022, 2022-2023, and 2023-2024. They have completed their tenure of three consecutive years.

As such, it is required to appoint a new statutory auditor of the company for the Financial Year 2024-2025. In line with the proposal of the Audit Committee, the Board in its 158th Meeting held on 27 October 2024 has recommended M/s Pinaki & Company, Chartered Accountants (REANDA International, An Association of Independent Accounting Firms) as Statutory Auditor for the Financial Year 2024-2025 with a remuneration of BDT 600,000 only (Six Lac) Including AIT excluding VAT subject to the final approval of the shareholders in the 48th Annual General Meeting.

APPOINTMENT OF COMPLIANCE AUDITORS

The existing compliance Auditors of the Company M/s. M. Z. Islam & Co., Chartered Accountants, retire at this Annual General Meeting and being eligible have offered themselves for re-appointment as Compliance Auditors of the Company for the financial year 2024-2025 with a remuneration of BDT 50,000 (Taka Fifty Thousand) only including Income Tax, subject to the approval of the Shareholders in its forthcoming 48th Annual General Meeting.

CONTRIBUTION TO NATIONAL EXCHEQUER

During the year 2023-2024, your Company paid BDT 630.59 Crore to the National Exchequer in the form of Corporate Income Tax and Value Added Tax (VAT) and Import Duties.

CORPORATE GOVERNANCE

Corporate Governance is a system of rules, policies and practices that dictate how a company's Board of Directors manages and oversees the operations of a Company. Corporate governance includes principles of transparency, accountability and fairness. A Company's corporate Governance is important to investors since it shows a Company's direction and business integrity. Good Corporate Governance helps Companies build trust with investors and the community. As a result, Corporate Governance helps promote financial viability by creating a long-term investment opportunity for market participants.

In order to enhance Corporate Governance Practice for the interest of investors and the Capital Market; Bangladesh Securities and Exchange Commission (BSEC) has imposed some further conditions and issued a revised notification vide No. BSEC/CMRRCD/2006-158/207/Admin/80; Dated: 3 June 2018. The compliance status of the above-mentioned Code by The ACME Laboratories Ltd. has been depicted on **Page no. 138-155** of this Annual Report as Annexure: C.

CORPORATE SOCIALIZATION

In order to play a model role for Good Governance characteristics in the corporate sector, the company has become a member of the country's leading chamber and market regulators:

- A. Bangladesh Chamber Industries (BCI)
- B. Bangladesh Association of Pharmaceutical Industries (BAPI)
- C. Dhaka Stock Exchange PLC. (DSE)
- D. Chittagong Stock Exchange PLC. (CSE)
- E. Central Depository Bangladesh Limited (CDBL)
- F. Bangladesh Association of Publicly Listed Companies (BAPLC)

These memberships have provided scope to the company for the improvement of Corporate Governance Practices for the benefit of the shareholders and other stakeholders.

BOARD OF DIRECTORS

The Board of Directors is the highest governance body of the Company and represents the interests of all shareholders and stakeholders, irrespective of who elected its Directors. The Board of the Company comprises 12 (twelve) Directors, of whom 8 (Eight) Directors are Shareholder Directors, 1 (one) nominee Director and 3 (three) Independent Directors. Independent Directors are appointed as per the provision of the Corporate Governance Codes of the Bangladesh Securities and Exchange Commission (BSEC). The Board's essential role is to approve the Company's strategy and oversee compliance.

AUDIT COMMITTEE

In compliance with the condition, # 5 of the Corporate Governance Code of Bangladesh Securities and Exchange Commission (BSEC) vide reference no. BSEC/CMRRCD/2006-158/207/Admin/80; dated: 3 June 2018, the audit committee of the Company is functioning as a sub-committee of the Board. The main aim of the Audit Committee is to assist the Board in ensuring that the Financial Statements reflect a true and fair view of the state of the affairs of the Company. The committee also assists the Board with regard to the strategies adopted to manage business-related risks and continuously oversee the internal control environment of operations. Board in its 155th Meeting held on Monday, 29 April 2024 reconstructed the Audit Committee for co-opting new member which are as follows:

Sl.	Name	Position in Audit Committee	Position in Board
01.	Mr. Das Deba Prashad	Chairman	Independent Director
02.	Mr. Kazi Sanaul Hoq	Member	Independent Director
03.	Mr. Ehsan Ul Fattah	Member	Independent Director
04.	Mr. Md. Abul Hossain	Member	Nominee Director
05.	Mr. Masudur Rahman Bhuiyan, FCS	Secretary of the committee	Company Secretary

NOMINATION AND REMUNERATION COMMITTEE (NRC)

In compliance with the condition, # 6 of the Corporate Governance Code of Bangladesh Securities and Exchange Commission (BSEC) vide reference no. BSEC/CMRRCD/2006-158/207/ Admin/80; dated: 3 June 2018 the Nomination and Remuneration Committee (NRC) of the Company is functioning. The Nomination and Remuneration Committee is a Sub-Committee of the Board, NRC assists the Board in the formulation of the nomination criteria or policy for determining qualifications, positive attributes, experiences and independence of directors as well as a policy for a formal process of considering remuneration of directors and top-level executives. Presently, the Committee comprises of the following members: Board in its 155th Meeting held on Monday, the 29 April 2024 reconstructed the Nomination and Remuneration Committee (NRC) for co-opting new member which are as follows:

Sl.	Name	Position in NRC	Position in Board
01.	Mr. Das Deba Prashad	Chairman	Independent Director
02.	Mrs. Jahanara Mizan Sinha	Member	DMD
03.	Mr. Ehsan Ul Fattah	Member	Independent Director
04.	Mr. Kazi Sanaul Hoq	Member	Independent Director
05.	Mr. Md. Abul Hossain	Member	Nominee Director
06.	Mr. Masudur Rahman Bhuiyan, FCS	Secretary of the committee	Company Secretary

APPRECIATION

The Board of Directors takes this opportunity to appreciate Shareholders, Doctors, Customers, Bankers, Suppliers, Vendors, Insurance Companies, Employees, and Regulatory Bodies including Bangladesh Securities and Exchange Commission (BSEC), Dhaka Stock Exchange PLC. (DSE), Chittagong Stock Exchange PLC. (CSE), Central Depository of Bangladesh Ltd. (CDBL), National Board of Revenue (NBR), Directorate General of Drug Administration & Licensing Authority (DGDA), Registrar of Joint Stock Companies and Firms (RJSC) and Insurance Development and Regulatory Authority (IDRA) for their continued support and co-operation extended to us and sincerely look forward the same in future as well.

On behalf of the Board,

Nagina Afzal Sinha

Nagina Afzal Sinha
Chairman

STATEMENT SIGNED BY CEO OR MD FOCUSING ON COMPANY'S POSITION AND OPERATIONS

Dear Shareholders,

In compliance with Condition No. 5 (xxv) of the Corporate Governance Code dated June 3, 2018, I am pleased to present the Management Discussion and Analysis, highlighting the company's current position, operational performance, and key changes reflected in the financial statements.

Accounting Policies and Estimations in Financial Statement Preparation

The financial statements in this Annual Report are prepared in accordance with **International Financial Reporting Standards (IFRS)**, the **Companies Act 1994**, the **Securities and Exchange Rules 2020**, the **Financial Reporting Act, 2015**, and other relevant regulations. Accounting policies are applied consistently for similar transactions unless specific IFRSs or regulations mandate exceptions.

Changes in Accounting Policies and Estimations

The accounting policies, including any changes, are detailed in Note 5 of the financial statements. These policies have been applied consistently across all periods presented, with necessary disclosures for significant estimates and judgments.

Comparative analysis (including effects of inflation) of Financial Performance or Results and Financial Position as well as Cash Flows for immediately preceding five years

Amid a cut-throat competition among the pharmaceutical companies in Bangladesh, in line with the growth of the pharmaceutical market in the country, the financial performance or results and financial position of the company is also growing. The related financial data for immediately preceding five years are as under:

Particulars	2023-2024		2022-2023		2021-2022		2020-2021		2019-2020	
	Amount in BDT	Growth (%)	Amount in BDT	Growth (%)	Amount in BDT	Growth (%)	Amount in BDT	Growth (%)	Amount in BDT	Growth (%)
Revenue (in million)	31,931.63	18.49%	26,947.71	12.95%	23,858.41	14.87%	20,770.14	9.30%	19,003.66	16.53%
Net Profit After Tax (in million)	2,456.18	6.62%	2,303.59	9.13%	2,110.89	34.51%	1,569.23	8.19%	1,450.50	0.70%
Net Asset Value Per Share	118.39	7.54%	110.09	7.40%	102.50	7.85%	95.04	5.60%	90.00	3.82%
EPS	11.61	6.61%	10.89	9.12%	9.98	34.44%	7.42	8.32%	6.85	0.63%
Operating Cash Flows Per Share	9.24	55.30%	5.95	10.80%	5.37	-57.79%	12.72	134.69%	5.42	-30.62%

Overall business performance of the company has been found to be sustainable over the years. The reported revenue of the company stood at BDT 31,931.63 million in Financial Year 2023-2024 against BDT 19,003.66 million in Financial Year 2019-2020 indicating a Compound Annual Growth Rate (CAGR) is 13.85% in last five years.

The net profit growth, Net assets value per share (NAVPS), Earnings per Share (EPS) and other financial performance of the company is found remarkable over the last five years. Moreover, it has been revealed that the company has generated sufficient operating cash flows from its own source, which helped to meet its internal as well as external demand.

Comparison of Financial Performance or Results and Financial Position as well as Cash Flows with the peer industry scenario

A comparison of financial performance or results and financial position as well as cash flows with the peer industry scenario for the year ended 30 June 2023 are presented below:

BDT in crore (Rounded off to the nearest Tk.)

Financial Performance	ACME	RENATA	BEXIMCO	SQUARE	BEACON
Revenue (Net)	2,695	3,287	3,299	6,039	851
Gross profit	1,093	1,268	1,452	2,987	429
Profit Before Tax	289	248	590	2,110	70
Net Profit After Tax	230	232	459	1,647	51
Financial Position					
No. of Outstanding Shares	21.16	11.47	44.61	88.65	23.10
Shareholders' Equity	2,330	3,054	4,334	10,052	594
Total Assets	5,041	4,873	6,259	10,476	1,464
Total Liabilities	2,711	1,820	1,925	424	870
Current Assets	2,114	1,706	1,791	7,017	898
Current Liabilities	1,895	1,360	1,142	321	781
Cash Flows					
Net Cash generated from Operating Activities	126	204	578	813	62
Net Cash used in investing Activities	(524)	(481)	(219)	126	(397)
Net Cash used in financing Activities	420	389	(353)	(884)	326

Financial and Economic Scenario of the Country and the Globe

The global economy is underpinned by advancements in technology, trade, and investment, yet it grapples with various challenges that threaten stability and growth. Key factors shaping the current economic environment include:

War in Ukraine and Israeli-Palestinian conflict has disrupted energy supplies, undermined food security, and heightened geopolitical tensions, resulting in economic instability and humanitarian crises.

Rising interest rates and Inflation has slowed global economic growth by raising borrowing costs, reducing consumer spending, and curtailing investments along with Persistent inflation in key markets, driven by supply chain disruptions and high commodity prices.

Extreme weather events disrupting agricultural productivity and energy supply chains.

Global Supply Chain Challenges has increased transportation costs adding to the burden of inflation.

Cybersecurity threats posing risks to financial systems and global trade networks.

Risks and concerns issues related to the financial statements, explaining such risk and concerns mitigation plan of the company

The company's exposure to financial, credit, liquidity, and market risks is thoroughly addressed in Note 5.25 of the financial statements. Comprehensive risk-mitigation measures are in place to safeguard the company's operations and financial health.

Future plan or projection or forecast for Company's Operation, Performance and financial position, with justification thereof, i.e., actual position shall be explained to the shareholders in the next AGM

The Management of The ACME Laboratories Limited is extremely cautious in adopting necessary, feasible plans and strategies to ensure the company's long-term performance and financial position and it has all the necessary plans and promises to continue operations in the near future.

We extend our gratitude for your continued trust and support as we navigate challenges and seize opportunities to strengthen the company's position.



Mizanur Rahman Sinha
Managing Director

ACTIVE PHARMACEUTICALS INGREDIENTS (API)

The ACME Laboratories Ltd. has successfully completed the construction of its API project on three plots totaling **9.25 acres**, awarded by Bangladesh Chemical Industries Corporation (BCIC). Earlier the company allocated total of **BDT 606,132,545** from the IPO fund of **BDT 409.60 crore** which was approved during the **44th Annual General Meeting** for civil construction. The four key buildings of the project are **7-storied Administrative Building, 5-storied Manufacturing Building, 4-storied Warehouse Building, and 4-storied Utility Building.**

The API Project has reached a significant milestone with the start of its validation batch. As we informed you earlier the construction phase is completed, and all necessary machinery and spare parts have been successfully imported and installed. Key employees have been assigned to their respective roles, ensuring that the team is fully prepared for the next stages. Once the project is fully operational, ACME will be able to foster a local API market, reducing dependency on imported active raw materials and ensuring a consistent supply. This development will lower material costs, generate employment opportunities, and increase API sales revenue. Additionally, it will save foreign currency, which is beneficial from a national economic standpoint.



API Project



Architectural design of API Project



Present Status of API Project

Rising High

Corporate Integrated Strategic Planning & Implementation Committee (CISPIC)

Due to the on-going Russia-Ukraine and Israel-Palestine wars, the world is heading towards economic turmoil whose impact has affected the countries throughout. Energy depression i.e. fuel or utility crisis, export-import obstructions, difficulties in ensuring material availability, dollar fluctuation, and money devaluation along with the post-pandemic effects, have severely disrupted the global supply chain as a consequence of these Wars. All these factors have changed the dynamic & practice of the global business sectors and Bangladesh is no exception to its impact. Moreover, Bangladesh's recent socio-economic crisis in July-August'24 has further hardened the business scenarios in the country. Hence, local industries including the pharma industries are facing business challenges like never before.

The Corporate Integrated Strategic Planning & Implementation Committee (CISPIC)- the apex leadership team of ACME, became very much concerned and intently committed to grasp current & potential business opportunities as well as to formulating the mitigation plan regarding the risks & threats in the context of internal & external challenges for overcoming this adverse situation.

CISPIC has come up with new strategies for tackling & overcoming such crisis and keeping the business sustainable with the help of CISPIC members, ACME employees, and with the guidance of line Directors and also Board of Directors in order to keep ACME's business pace uninterrupted and ensuring smooth business operation amidst the current uncertain situation. All of them combined attributed their best effort to achieving the objectives and protecting the interest of stakeholders by increasing yield, reducing cost, and mitigating risks, which eventually increased the top line and bottom line despite different impediments of the business due to internal political conflicts, wars and global economic setbacks.

CISPIC Objectives:

Implementation of an Integrated Business Plan (IBP) for transforming the company's traditional approach to current modern practice and increasing revenue

Set short-range, mid-range & long-range strategic business plans maintaining alignment with the company goals and objectives

Accelerate top-line growth and initiate appropriate cost/expense reduction strategies for bottom-line improvement

Formulate different strategies and/or initiatives to combat the upcoming business threats/challenges in order to ensure sustainable business operations.

Conduct investment appraisal and feasibility analysis of upcoming projects to adopt profitable business prospects and assess business risks of those accordingly

Strengthen good corporate governance system and uphold the corporate culture

Strengthen internal control & internal audit system

Ensure integration of digital technology by automation of business processes

Uphold ONE HEALTH concept for Healthy People, Healthy Animal & Healthy Environment

In order to avoid duplication of work, all existing committees have been dissolved under the umbrella of the CISPIC Committee which is organized as eleven (11) management sub-committee and twelve (12) working committees.

Steroid & Hormone Unit



CISPIC Management Committee



Md. Hasibur Rahman
Chairman



Tasneem Sinha
Co-Chairman



Tanveer Sinha
Co-Chairman



Sabrina Juned
Co-Chairman



Fahim Sinha
Co-Chairman



Motiur Rahman Sinha
Co-Chairman



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



Dr. Sheikh Maksudur Rahman
Member



Asad Quader Shamsuddin
Member



Faisal Ahmed
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member

CISPIC Management Committee



Md. Humayun Kabir
Member



Tushar Kanti Kundu
Member Secretary



Md. Arshadul Kabir, FCA
Member Secretary



Md. Abu Zafor Mohiuddin
Member



Gobinda Goshwami
Member



Brahmmarpan Pikaso
Member



Mohammad Ziauddin
Member



Md. Zakir Hossain
Member



Dr. Md. Zahurul Hossain
Member



Masudur Rahman Bhuiyan, FCS
Member



Md. Zahidul Islam
Member



Amalash Sen Gupta
Member



Mohammad Tarique Nasim
Member

CISPIC Management Sub-Committee

Accounts, Finance & Budgetary Control Sub-Committee



Md. Hasibur Rahman
Chairman



Tasneem Sinha
Co-Chairman



Tanveer Sinha
Co-Chairman



Fahim Sinha
Co-Chairman



K. M. Badruddin, FCMA, FCA
Member Secretary



Md. Arshadul Kabir, FCA
Joint Member Secretary



Md. Abdul Hye
Member



Md. Shofikul Islam Shohug, FCA
Member

CISPIC Management Sub-Committee

Cost/Expense Reduction & Profit Optimization Sub-Committee



Tanveer Sinha
Chairman



Fahim Sinha
Co-Chairman



Motiur Rahman Sinha
Co-Chairman



K. M. Badruddin, FCMA, FCA
Co-Chairman



Md. Arshadul Kabir, FCA
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



Md. Ferdous Khan
Member



Asad Quader Shamsuddin
Member



Faisal Ahmed
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member



Brahmmarpan Pikaso
Member



Mohammad Ziauddin
Member



Dr. Md Zahurul Hossain
Member



Md. Shofikul Islam Shohug, FCA
Member



Md. A.N.M. Shakil, ACA
Member

CISPIC Management Sub-Committee

Material Planning & Inventory Management Sub-Committee



Tasneem Sinha
Chairman



Sabrina Juned
Co-Chairman



Dr. Syed A.M. Mustafij Billah
Co-Chairman



K. M. Badruddin, FCMA, FCA
Co-Chairman



Md. Ferdous Khan
Co-Chairman



Brahmmarpan Pikaso
Member Secretary



Faisal Ahmed
Member



Mohammad Ziauddin
Member



Md. Zahidul Islam
Member



Md. Zakirul Islam
Member



Foyez Ahmed
Member



Md. Shofikul Islam Shohug, FCA
Member

CISPIC

Management Sub-Committee

QMS & Risk Management Sub-Committee



Md. Hasibur Rahman
Chairman



Tasneem Sinha
Co-Chairman



Fahim Sinha
Co-Chairman



Motiur Rahman Sinha
Co-Chairman



Tushar Kanti Kundu
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member



Md. Humayun Kabir
Member



Asad Quader Shamsuddin
Member



Faisal Ahmed
Member



Brahmmarpan Pikaso
Member



Mohammad Ziauddin
Member



Dr. Md. Zahurul Hossain
Member



Md. Zakirul Islam
Member



Mohammad Tarique Nasim
Member



Amit Islam
Member

CISPIC

Management Sub-Committee

Corporate Culture Sub-Committee



Sabrina Juned
Chairman



Fahim Sinha
Co-Chairman



Motiur Rahman Sinha
Co-Chairman



A.K.M. Mushiur Rahman Khan, FCMA
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



Md. Humayun Kabir
Member



Asad Quader Shamsuddin
Member



Faisal Ahmed
Member



Dr. Sheikh Maksudur Rahman
Member



Mohammad Ziauddin
Member



Brahmmarpan Pikaso
Member



Tushar Kanti Kundu
Member



Md. Arshadul Kabir, FCA
Member



Md. Zakir Hossain
Member



Masudur Rahman Bhuiyan, FCS
Member



Amalesh Sen Gupta
Member

CISPIC Management Sub-Committee

Corporate Good Governance Sub-Committee



Tanveer Sinha
Chairman



Tasneem Sinha
Co-Chairman



Sabrina Juned
Co-Chairman



Md. Arshadul Kabir, FCA
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member



Md. Humayun Kabir
Member



Mohammad Ziauddin
Member



Tushar Kanti Kundu
Member



Masudur Rahman Bhuiyan, FCS
Member

CISPIC Management Sub-Committee

Internal Control & Internal Audit Sub-Committee



Md. Hasibur Rahman
Chairman



Tasneem Sinha
Co-Chairman



Fahim Sinha
Co-Chairman



K. M. Badruddin, FCMA, FCA
Co-Chairman



Md. Arshadul Kabir, FCA
Member Secretary



Md. Shofikul Islam Shohug, FCA
Member



Quazi Shahtab Hossain
Member



Parimal Kumar Kundu
Member



Mohammad Aktar Hossain
Member

CISPIC Management Sub-Committee

One Health Implementation Sub-Committee



Md. Hasibur Rahman
Chairman



Fahim Sinha
Co-Chairman



Mohammad Ziauddin
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member



Md. Abu Zafor Mohiuddin
Member



Gobinda Goshwami
Member



Jiban Chandra Das
Member



Mukut Das Sharma
Member



Stamina Halder
Member



Amit Islam
Member

CISPIC Management Sub-Committee

API Project Management Sub-Committee



Tanveer Sinha
Chairman



Tasneem Sinha
Co-Chairman



Sabrina Juned
Co-Chairman



Fahim Sinha
Co-Chairman



Motiur Rahman Sinha
Co-Chairman



Dr. Sheikh Maksudur Rahman
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member



Asad Quader Shamsuddin
Member



Md. Humayun Kabir
Member



Brahmmarpan Pikaso
Member



Md. Arshadul Kabir, FCA
Member

CISPIC Management Sub-Committee

Legal Affairs Management -Sub-Committee



Md. Hasibur Rahman
Chairman



Tasneem Sinha
Co-Chairman



Tanveer Sinha
Co-Chairman



Sabrina Juned
Co-Chairman



Fahim Sinha
Co-Chairman



Tushar Kanti Kundu
Member Secretary



Dr. Syed A.M. Mustafij Billah
Member



K. M. Badruddin, FCMA, FCA
Member



Md. Ferdous Khan
Member



A.K.M. Mushiur Rahman Khan, FCMA
Member



Dr. Sheikh Maksudur Rahman
Member



Asad Quader Shamsuddin
Member



Faisal Ahmed
Member



Md. Abu Zafor Mohiuddin
Member



Gobinda Goshwami
Member



Md. Arshadul Kabir, FCA
Member Secretary



Masudur Rahman Bhuiyan, FCS
Member



Md. Zakirul Islam
Member



Mithun Kumar Das
Member



Mizanur Rahman Sinha
Advisor

Steering Committee for SAP Implementation in Company



Md. Hasibur Rahman
Chairman



Tasneem Sinha
Co-Chairman



Tanveer Sinha
Co-Chairman



Sabrina Juned
Co-Chairman



Motiur Rahman Sinha
Co-Chairman



Fahim Sinha
Co-Chairman



Dr. Syed A.M. Mustafij Billah
Project Director



K. M. Badruddin, FCMA, FCA
Project Director



Md. Ferdous Khan
Project Director



Md. Arshadul Kabir, FCA
Member Secretary



Amalesh Sen Gupta
Member Secretary



A.K.M. Mushiur Rahman Khan, FCMA
Member



Md. Humayun Kabir
Member



Dr. Sheikh Maksudur Rahman
Member



Asad Quader Shamsuddin
Member



Faisal Ahmed
Member



Md. Abu Zafor Mohiuddin
Member



Gobinda Goshwami
Member



Brahmmarpan Pikaso
Member



Mohammad Ziauddin
Member

CISPIC Working Committee

Marketing Working Committee

- | | |
|----------------------|--|
| 01. Chairman | Fahim Sinha, Director |
| 02. Co-Chairman | Md. Ferdous Khan, Executive Director, Sales & Distribution |
| 03. Member Secretary | Mohammad Ziauddin, Sr. GM, Marketing |
| 04. Member | Md. Zakir Hossain, GM, Regulatory Affairs |
| 05. Member | Dr. Afroza Akhter, Senior Manager I, Marketing |
| 06. Member | Kazi Sharmin Sultana, Senior Manager I, Marketing |
| 07. Member | Md. Abdullah-Al-Farooque, Sr. Manager-II, Marketing |
| 08. Member | Mohammad Abul Kalam Azad, Sr. Manager-II, Marketing |
| 09. Member | Mohammad Masiur Rhaman, Sr. Manager-II, Marketing |
| 10. Member | Mohammad Rajib Al Masud Bhuiyan, Sr. Manager-II, Marketing |
| 11. Member | Nuzhat Mariam Elias, Sr. Manager II, SCM |
| 12. Member | Md. Mahbubur Rahman, Manager, Marketing |
| 13. Member | Mukut Das Sharma, Manager, Marketing |

Sales & Distribution Working Committee

- | | |
|----------------------|--|
| 01. Chairman | Fahim Sinha, Director |
| 02. Co-Chairman | Md. Ferdous Khan, Executive Director, Sales & Distribution |
| 03. Member Secretary | Md. Abu Zafor Mohiuddin, Sr. GM, Sales |
| 04. Member | Gobinda Goshwami, Sr. GM, Sales |
| 05. Member | Md. Zakirul Islam, Sr. AGM, Sales & Distribution |
| 06. Member | Syed Nazrul Islam, AGM, Sales |
| 07. Member | Aminul Islam, AGM, Sales |
| 08. Member | Mohammed Solaiman, Senior Manager I, Distribution |
| 09. Member | A.F.M. Fakrul Islam, Senior Manager I, Sales Support |
| 10. Member | Liton Kumar Kundu, Sr. Manager II, Distribution |
| 11. Member | Shanta Kumar Ghosh, NSM, Sales |
| 12. Member | Md. Farhadur Rahman Bhuiyan, NSM, Sales |
| 13. Member | Md. Aftab Ali, NSM, Sales (VET.) |
| 14. Member | S.M.M. Saydul Arefin, SM, Sales (Institutional) |

International Business Working Committee

- | | |
|----------------------|---|
| 01. Chairman | Fahim Sinha, Director |
| 02. Co-Chairman | Kazi Mohammed Badruddin, Executive Director, Finance & Accounts |
| 03. Co-Chairman | Md. Humayun Kabir, Director, IBD |
| 04. Member Secretary | Mohammad Jasim Uddin, Sr. AGM, IBD |
| 05. Member | Md. Faruk Hossen, Manager, IBD |
| 06. Member | Md. Ali Akbar Hossain, Deputy Manager, IBD |
| 06. Member | Homira Apple Mira, Asst. Manager, IBD |
| 07. Member | Md. Mahfuzul Islam, Asst. Manager, IBD |

Supply Chain Working Committee

- | | |
|----------------------|---|
| 01. Chairman | Tasneem Sinha, Deputy Managing Director |
| 02. Co-Chairman | Sabrina Juned, Director |
| 03. Co-Chairman | Motiur Rahman Sinha, Director |
| 04. Member Secretary | Brahmmarpan Pikaso, Sr. GM, Supply Chain |
| 05. Member | Md. Zakir Hossain, GM, Regulatory Affairs |
| 06. Member | Bikash Kumar Kundu, Senior Manager-I, SCM |
| 07. Member | Nuzhat Mariam Elias, Sr. Manager II, SCM |
| 08. Member | Md. Asiful Alam Asif, Sr. Manager II, SCM |
| 09. Member | Md. Zahid Hasan Tarafdar, Manager, F&A |
| 10. Member | Ziabul Alam, Deputy Manager, SCM |
| 11. Member | Pial Ahamed, Deputy Manager, SCM |
| 12. Member | Md. Azhar -Ul- Islam, Asst. Manager, SCM |

HR, Admin & Legal Working Committee

- | | |
|----------------------|---|
| 01. Chairman | Tasneem Sinha, Deputy Managing Director |
| 02. Co-Chairman | Fahim Sinha, Director |
| 03. Member Secretary | A.K.M. Mushiur Rahman Khan, Director, HR & Admin. |
| 04. Member | Md. Mahbub Harun, Senior Manager I, HR & Admin. |
| 05. Member | Syed Tamur Hasan, Senior Manager I, HR & Admin. |
| 06. Member | Mohammed Mostafa Sarker, Manager, HR & Admin. |
| 07. Member | Jihan Ahmed, Manager, HR & Admin. |
| 08. Member | Rumana Jesmin, Deputy Manager, HR & Admin. |
| 09. Member | Sonjoy Kumar Roy, Deputy Manager, HR & Admin. |
| 10. Member | Mohammad Abul Kasham, Deputy Manager, HR & Admin. |
| 11. Member | Md. Ziaur Rahman, Asst. Manager, HR & Admin. |
| 12. Member | Md. Kamrul Hassan, Sr. Executive, HR & Admin. |

Information Technology (IT) Working Committee

- | | |
|----------------------|---|
| 01. Chairman | Tasneem Sinha, Deputy Managing Director |
| 02. Co-Chairman | Sabrina Juned, Director |
| 03. Co-Chairman | Motiur Rahman Sinha, Director |
| 04. Co-Chairman | Kazi Mohammed Badruddin, Executive Director, Finance & Accounts |
| 05. Member Secretary | Amallesh Sen Gupta, Sr. AGM, IT |
| 06. Member | Syed Nazmul Huda, AGM, IT |
| 07. Member | Bishnu Pada Sen, AGM, IT |
| 08. Member | A K M Jahirul Islam, Sr. Manager-II, IT |
| 09. Member | Syed Wahid-Uz-Zaman, Sr. Manager-II, IT |
| 10. Member | Syed Md. Musha, Manager, IT |
| 11. Member | Md. Habibul Bashar, Assistant Manager, IT |

Finance & Accounts Working Committee

01. Chairman	Tasneem Sinha, Deputy Managing Director
02. Co-Chairman	Tanveer Sinha, Director
03. Co-Chairman	Kazi Mohammed Badruddin, Executive Director, Finance & Accounts
04. Member Secretary	Md. Arshadul Kabir, GM, Finance & Accounts
05. Member	Md. Abdul Hye, DGM, Finance & Accounts
06. Member	Nirupam Karmaker, Sr. Manager-I, Finance & Accounts
07. Member	Md. Shofikul Islam Shohug, Sr. Manager-I, Finance & Accounts
08. Member	Mohammad Selim Haider, Sr. Manager-II, Finance & Accounts
09. Member	Kazi Md. Sakib Uddin, Sr. Manager II, Finance & Accounts
10. Member	Qazi Meraj Mohammad, Sr. Manager II, Finance & Accounts
11. Member	Md. Humayun Kabir, Sr. Manager II, Finance & Accounts
12. Member	Md. A.N.M. Shakil, Sr. Manager II, Finance & Accounts
13. Member	Abdullah Al Mamun, Sr. Manager II, Finance & Accounts
14. Member	Md. Abidur Rahman, Manager, Finance & Accounts
15. Member	Mohammad Aktar Hossain, Deputy Manager, Finance & Accounts

Quality Operation Working Committee

01. Chairman	Tasneem Sinha, Deputy Managing Director
02. Co-Chairman	Sabrina Juned, Director
03. Co-Chairman	Dr. Syed A.M. Mustafij Billah, Executive Director, Plant Operations
04. Member Secretary	DR. Md. Zahurul Hossain, GM-QO (CPU, PNU, GNU, AHN)
05. Member	Mohammad Tarique Nasim-AGM-QO (SDU, BLS, HSU)
06. Member	Shamim Ahmed, Sr. Assistant General Manager, QO (GNU, AHN)
07. Member	Mohammad Rongin, Senior Manager-I, QO-SDU
08. Member	Shah Sharfin, Sr. Manager-I, QO (SDU, BLS)
09. Member	Md. Maidul Hasan Rani, Sr. Manager-I, QO (Micro.)
10. Member	Muhammad Aminul Islam, Sr. Manager- II, QO-BLS
11. Member	Md. Nahiduzzaman, Manager, QO (Validation)
12. Member	Sanzida Chowdhury, Manager QO (Validation)
13. Member	Khaled Ahmed, Manager, QO-HSU
14. Member	Mohabbat Ullah, Manager, QO-CPU
15. Member	Abul Basar Mohammad Yeahea, Manager, QO-SDU

Production Operation Working Committee

01. Chairman	Tasneem Sinha, Deputy Managing Director
02. Co-Chairman	Tanveer Sinha, Director
03. Co-Chairman	Fahim Sinha, Director
04. Co-Chairman	Dr. Syed A.M. Mustafij Billah, Executive Director, Plant Operations
05. Co-Chairman	Faisal Ahmed, Director -Production Operation
06. Member Secretary	Md. Zahidul Islam, Deputy General Manager, Production-SDU
07. Member	Foyez Ahmed, AGM, PPIC
08. Member	Md. Asaduzzaman, Sr. Manager-I, Production-BLS
09. Member	Md. Kamrul Islam, Senior Manager-I, Production-AHN
10. Member	ANM Hadiuzzaman, Senior Manager-I, Production-HSU
11. Member	Shovon Kumar Das, Sr. Manager II, Production-SDU
12. Member	Shorab Hosen Chowdhury, Sr. Manager II, Production-SDU
13. Member	Razu Ahmed, Manager, Production-GNU
14. Member	Nahid Newaz, Manager, PPIC
15. Member	Md. Ripon Ahmed, Manager, Production-GNU
16. Member	Saiful Islam, Deputy Manager, Production-PNU

Engineering Operation Working Committee

01. Chairman	Tanveer Sinha, Director
02. Co-Chairman	Dr. Syed A.M. Mustafij Billah, Executive Director, Plant Operations
03. Co-Chairman	Asad Quader Shamsuddin, Director, Engineering
04. Member Secretary	Md. Mizanur Rahman Chowdhury, DGM, Engineering
05. Member	Md. Shafawat Ullah, AGM, Engineering
06. Member	Md. Rashedul Islam, Senior Manager-I, Engineering
07. Member	Md. Ziaul Huq, Senior Manager-I, Engineering
08. Member	Md. Minhajul Islam, Sr. Manager-I, Engineering
09. Member	Md. Liton Khan, Sr. Manager II, Engineering
10. Member	Monayem Ahmed, Manager, Engineering
11. Member	Md. Rakib Hossain, Deputy Manager, Engineering
12. Member	Md. Tayefur Rahman, Deputy Manager, Engineering
13. Member	Md. Fazlul Hoque, Deputy Manager, Engineering

Technical Operation Working Committee

01. Chairman	Tasneem Sinha, Deputy Managing Director
02. Co-Chairman	Sabrina Juned, Director
03. Co-Chairman	Dr. Syed A.M. Mustafij Billah, Executive Director, Plant Operations
04. Member Secretary	Jiban Chandra Das, AGM, R&D
05. Member	Rama Chandra Rao.M, Senior AGM, GRA
06. Member	Rajib Kumar Baishnab, AGM, R&D
07. Member	Md. Tayfuzzaman, Senior Manager-I, R&D
08. Member	Md. Quamrul Hasan, Senior Manager-I, R&D
09. Member	Raquibur Rahman, Sr. Manager-II, R&D
10. Member	Jibon Krishna Mondal, Manager, R&D
11. Member	Mohammed Saiful Islam, Manager, GRA
12. Member	Md. Mizanur Rahman Miajee, Manager, R&D
13. Member	Md. Jannatul Ferdous, Deputy Manager, R&D

Inventory Status Assessment Working Committee

01. Chairman	Sabrina Juned, Director
02. Co-Chairman	Kazi Mohammed Badruddin, Executive Director, Finance & Accounts
03. Member Secretary	Md. Shofikul Islam Shohug, Sr. Manager-I, Finance & Accounts
04. Member	Faisal Ahmed, Director -Production Operation
05. Member	Brahmmarpan Pikaso, Sr. GM, SCM
06. Member	Md. Zahidul Islam, DGM, Production-SDU
07. Member	Foyez Ahmed, AGM, PPIC
08. Member	Bikash Kumar Kundu, Senior Manager-I, SCM
09. Member	Mohammed Solaiman, Senior Manager-I, Distribution
10. Member	Md. A.N.M. Shakil, Sr. Manager-II, Finance & Accounts
11. Member	Nahid Newaz, Manager, PPIC

Major Achievement of CISPIC

01

Sustainable financial parameters like Revenue growth, EPS (Earnings Per Share), Net Assets Value per share (NAVPS), and others have been achieved due to successful implementation of Zero-Based Budget (ZBB), resulting in a stronger bottom line.

02

The implementation of an Integrated Business Plan (IBP) process resulted in a 18.49% revenue growth compared to the previous year.

03

Inventory levels were carefully managed to ensure a smooth and uninterrupted supply, despite the challenges and threats posed by the recent global and national crisis.

04

Various cost reduction initiatives were introduced to lower production costs, including improving machine productivity, promoting higher-margin products, optimizing packing material use, adding more suppliers for better pricing, increasing batch size, and enhancing production, overhead, and overall operational efficiency.

05

Formation task force committee for the purpose of ensuring campaign base production, effective utilization of manpower and optimum utilization of Auto cartooning machine which eventually will reduce the cost, increase the productivity and efficiency of the processes.

06

Successfully, Launched 44 new products during the year under report.

07

The necessary infrastructure for the API project has been successfully installed, and the validation batch has already started.

08

ACME Signed an agreement with SOJAG regarding "Social, Economic and Environmental Development" on February 04, 2024 by practicing circular economy. SOJAG, a leading and renowned NGO located in Dhamrai Upazilla of Dhaka, has been engaged in different Socio-economic development activities since 1986.

09

Formation of Steering committee under CISPIC to embark on a business transformation project "JUPITER" using RISE with SAP S/4 HANA Cloud, private edition.

10

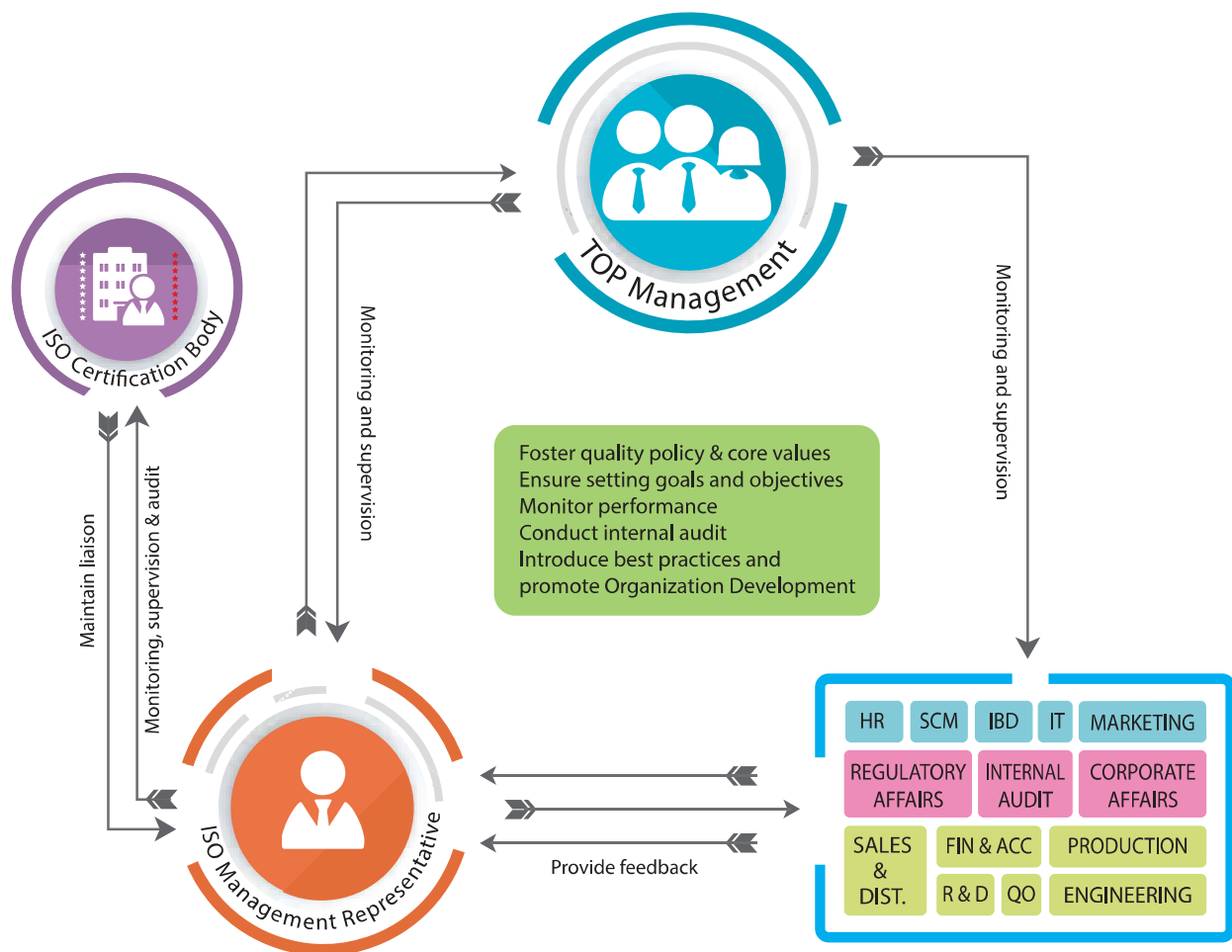
Launched new apps namely, ACME IMC (Integrated Marketing Communication) for the purpose of empowering the field force.

11

Started export to US market and continued export to UK market, reflecting the company's consistent performance in delivering high quality products to international markets.

QMS Operations

Our Board of Directors is highly influenced by Quality Management Operations that is monitored and supervised by Australian ISO certification body



QMS department under corporate operations wing provides a variety of professional and management support across the organization in maintaining suitable system by the means of strategic integration of ISO, TQM, business excellence criteria and other best practices that are proven effective. This department incessantly contributes to the implementation of business metrics & performance management; organization development & change management and system assessment & compliance that result the improvement of organization's health and effectiveness. At ACME, QMS facilitates the development and communication of the organization's core values, vision, mission, goals & objectives under a single platform.

Penicillin Unit







Dividend Distribution Policy

1.00 Introduction

In compliance with the provisions of Directive No. BSEC/CMRRCD/2021-386/03 dated 14 January 2021 of the Bangladesh Securities and Exchange Commission (BSEC), the draft dividend policy is hereunder.

As per legal and regulatory provisions, the Board of Directors (the Board) will consider the directive while declaring/recommending dividends on behalf of the Company. The Policy is not an alternative to the decision of the Board for declaring/recommending dividends, which will be taken into consideration all the relevant circumstances enumerated hereunder or other factors as may be decided by the Board.

2.00 Concept of Dividend

Decisions about when and how much of earnings should be paid as dividends are part of the firm's dividend policy. The profits earned by the Company can either be retained in the business or can be distributed among the shareholders as a dividend.

No dividend shall be paid otherwise than out of profits of the year or any other undistributed profits as per the Companies Act, 1994

3.00 Interim and Final Dividend

The Act deals with two types of dividends - Interim and Final.

- Interim dividend declared by the Board between two AGMs as and when considered appropriate. The Act authorizes the Board to declare interim dividend during any financial year out of the profits for the financial year in which the dividend is sought to be declared and/or out of the surplus in the profit and loss account.
- Final dividend is recommended for the financial year at the time of approval of the annual financial statements as well as the appropriation of profit. The Board shall have the power to recommend final dividend to the shareholders for their approval at the AGM of the Company. Dividend recommended by the Board of Directors cannot be changed before holding of the AGM.

4.00 Common Types of Dividend

- Cash Dividend: A cash dividend is a payment made by a company out of its earnings to investors in the form of cash.

- Bonus/Stock Dividend: A stock dividend, on the other hand, is an increase in the number of shares of a company with the new shares being given to shareholders. Companies may decide to distribute this type of dividend to shareholders of record if the company's availability of liquid cash is in short supply and EPS appears to be very much satisfactory and/or consistent with the policy of the relevant regulators.

5.00 Declaration of Dividend Decision

The Company shall endeavor to maintain a consistent dividend over the year with appropriate consideration of factors relevant to such decisions. It is the Company's practice to declare dividends on an annual financial performance basis. However, the Board may also declare an interim dividend based on periodic financial results between 02 (two) Annual General Meeting (AGM). The company intends to pursue the same policy in the future depending on the operating and financial context prevailing at that time.

6.00 Factors Governing Dividend policy

The dividend shall be declared on a per-share basis on the Ordinary shares of the Company. The circumstances for dividend pay-out decision depends on various internal and external factors which the Board of Directors shall consider while recommending/ declaring the dividend including the following:

6.1 Internal Factors

- Ensure satisfactory salary, wages and other compensation packages at par top-level pharmaceutical company of Bangladesh.
- Consolidated net operating profit after tax;
- Working capital requirements;
- Capital Expenditure needs for the existing businesses
- Expansion/Modernization of the business
- Cash flow required to meet contingencies;
- Commitment of Outstanding borrowings including repayment of short-term and long-term borrowings.
- Any other factor as deemed appropriate by the Board.

6.2 External Factors

- Compliance with relevant regulatory requirements in respect of dividend distribution policy.
- To meet with the claim and/or demand which may be raised by Income Tax, VAT, Customs, and/or any other Government Authority.

7.00 Financial Parameters for Declaring Dividend

The Company is committed to deliver sustainable value to its stakeholders. The Company shall strive to distribute an optimal and appropriate level of the profits among the shareholders in the form of dividend.

To keep investment attractive and to ensure capital appreciation for the shareholders, the Company shall also endeavor to provide consistent return over a period of time. While deciding on the dividend, micro and macroeconomic parameters for the country in general and the Company, in particular, shall also be considered. Taking into consideration the aforementioned factors, the Board shall endeavor to maintain a dividend pay-out.

8.00 Unpaid or Unclaimed Dividend

The company shall comply with the directives issued by Bangladesh Securities and Exchange Commission regarding unpaid or unclaimed dividends from time to time.

Referring to the BSEC Directive no. BSEC/CMRRCD/2021-386/03 dated January 14th, 2021 Unclaimed dividend of more than 03 years is as under:

Financial Year	Cash / Bonus	% of Dividend	No. of BO	Date of AGM	Unclaimed Dividend (Tk.)	Date of Transfer to CMSF
2015-2016	Cash	35%	4,557	07.11.2016	2,416,940	31 August 2021
2016-2017	Cash	35%	1,888	04.12.2017	1,238,514	31 August 2021
2017-2018	Cash	35%	1,116	06.12.2018	7,39,970	31 May 2022
2018-2019	Cash	35%	1,578	12.12.2019	13,67,430.92	12 February 2023
2019-2020	Cash	25%	1,525	10.12.2020	10,41,399.72	4 February 2024
Total					57,62,854.92	

9.00 Disclosure of Dividend Information

The Company maintains a record of unpaid or unclaimed Dividends. Summary of such record shall be available in the Annual Report and the Quarterly Financial Statements. The Company shall also publish such record on its website in accordance with Directives BSEC.

10.00 Eligibility of shareholders for dividend

The dividend shall be declared on the face value of each Equity Share. Unless otherwise stated, all holders of Equity Share, whose names were appeared in the Share Register/ Depository Register of the Company at the close of business on the 'Record Date' declared by the Company for entitlement of dividend, shall be eligible to get the dividend.

11.00 Policy Review and Amendment

Apart from mandatory revision, modification, or amendment as necessitated by the legal and regulatory requirements, the company shall review this policy periodically and make necessary revisions or amendments to keep the policy-relevant and up to date. The Board of Directors of the company shall approve the revision and/or amendment as it deems fit.

12.00 Disclaimer

The above Policy Statement neither gives a guarantee of dividend to be declared by the Company nor does it constitute a commitment for any future dividend and thus be read as general guidance on different dividend-related issues. The policy upholds the Board's absolute/complete liberty to recommend any dividend as may think justified subject to the final approval of Shareholders in the AGM.

13.00 Disclosure

This Dividend Policy shall be disclosed in the Annual Report of the Company and on the Company's website www.acmeglobal.com.

Triple Bottom Line (TBL) Reporting

In ACME, we believe that there is more to business than just making profit. Long term business success and sustainability relies on economic value, environmental health, and social progress. Our values are rooted in the concept of the 'Triple Bottom Line' (TBL) and we assume ourselves accountable in relationship to Profit, Planet and People. We strongly believe that earning profit cannot be the only goal of any organization, well-being of the people and environments are also equally important. Moreover, it is our constitutional obligation as well to protect and improve the environment, bio-diversity etc. for the present and future citizen of Bangladesh. Hence, ACME has adopted Triple Bottom Line concept as its business philosophy.

The TBL dimensions synergistically include three Ps;

- PEOPLE – in the context of Society
- PLANET – in the context of Environment and/or Ecology
- PROFIT – in the context of Finance

PEOPLE

- Ensured zero discrimination in performance appraisal, career development process and hiring process to establish Equal Opportunity Employment (EOE) culture in workplace.
- Initiated Periodic Health Monitoring and Diagnosis Programs to ensure healthy workplace.
- Ensured appropriate PPE in Risky & Hazardous operational areas where almost zero non-compliance has been found by HSE monitoring team.
- In order to develop human resources and uphold the knowledge and skills of the medicinal plant Local Service Providers, the Company produced a comprehensive training manual titled, “প্রশিক্ষণ নির্দেশিকা নির্বাচিত ঔষধি উদ্ভিদের পরিচিতি ও চাষাবাদ” in line with relevant WHO guideline. Another training manual has been developed namely, “ঔষধি উদ্ভিদ চাষীদের জন্য ব্যবহারিক শিক্ষা” targeting the illiterate and semi-illiterate farmers. The manual focused on Bengali alphabet learning, identification & cultivation technique of medicinal plants and other topics useful for the farmers (e.g. basic mathematics, weight & measures, primary health care, sanitation etc.).
- In order to meet the consistent practice of maintaining the quality standard of herbal raw materials the Company contributed for establishing Primary Collection & Multipurpose Centers and Sub Centers in the new areas of medicinal plant cultivation.

- Due to well understanding, good coordination and unique relationship between ACME and the medicinal plant growers despite of several constraints and natural disasters thousands of small and marginal farmers predominantly women have been producing huge quantity of selective herbs. They are regularly supplying medicinal plant materials to ACME and other medicine manufacturing companies of the country which provides additional income and also helping them to become self-reliant.

- Approximately BDT 124,000 has been spent for Graduate Students Internship Program (GSIP) in cash and kind.

- Introduced following employees' well-being programs:

- BDT 151,409,128 was disbursed under the scheme of WPPF and WWF.

- In addition to- BDT 155,959,364 was spent as contribution to provident fund.

- BDT 14,140,345 has been spent for the purpose of employee's group insurance.

- In addition to above, the company Introduced the following programs/activities in broader way:

- The scope of Best Employee Award and innovative Idea Man Award.

- Support Employment for the special and/or incapacitate people

PLANET

- Recycled approximately 5 Lac liters' water in a day through Effluent Treatment Plant.

- Reused approximately 313,072 liters RO (Reverse Osmosis) reject water, cooling water and steam condensed water for gardening in a day.

- Recycled all residues of herbs extraction and kitchen garbage and reduced the same by composting for re-using in the garden.

- As a consequence of conversion of inhaler facility from CFC based to HFA based, during the year 2023-24 the company used 12,585 kg HFA gas through reducing the equivalent amount of CFC uses which is vital evils for global warming and ozone layer depletion.



- Saved energy consumption significantly through using energy saving electronic equipment (i.e. light, fan, computers, etc.)
- Minimized the risk of air pollution by using/installing HVAC systems in each and every manufacturing facility.
- The company is upgrading its Effluent Treatment Plant (ETP) facility to make it more environments friendly. For this purpose, in the coming year we are going to implement zero discharge ETP water from our plants.
- The Company signed agreement with two international NGOs namely, United Purpose and HEVETAS Swiss Inter-cooperation, in order to ignite cultivation of different medicinal plants including those are facing extinction crisis throughout the country for improving health of Human, animal, environment and biodiversity.
- During the year 2023-24, Earnings Per Share is BDT 11.61 on one Equity Share of BDT 10.00 each;
- Net Assets Value per share is BDT 118.39 as at 30 June 2024;
- During the year The Board of Directors recommend 35% Cash Dividend.

HUMAN RESOURCES

2023-2024 was a very challenging year for everyone in the world due to geopolitical unrest like Russia Ukrain war, israel palestine war & post epidemic situation regarding COVID-19 & global crisis. Our more than 9,301 strong workforce worked relentlessly to ensure medicines continue to reach patients who rely on us. Our teams being part of essential services, ensured our manufacturing plant, nationwide 29 (twenty-nine) distribution hub, R&D centers and sales offices countrywide continue to operate. We are grateful to our employees who made this happen with a safety-first mind set. The top priority for the Human Resource function was providing a safe work environment to employees nationally.

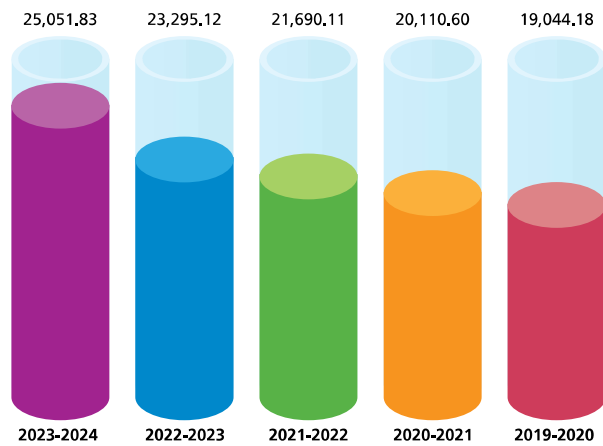
PROFIT

- Achieved 18.49% Sales growth during the year 2023-2024;
- During the year 2023-24, Percentage of Net Profit to Net Sales ratio is 7.69;

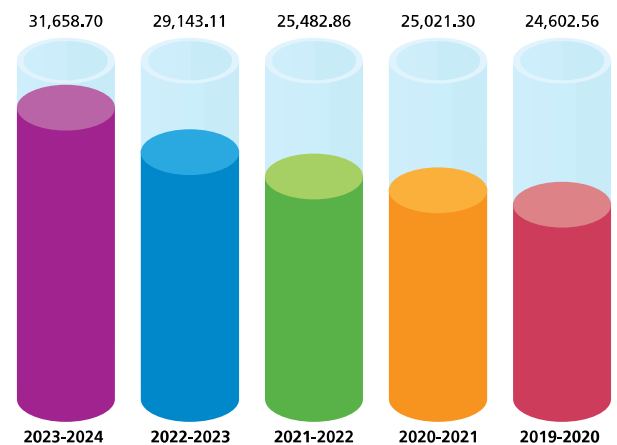
Selected Growth Indicators

BDT in million

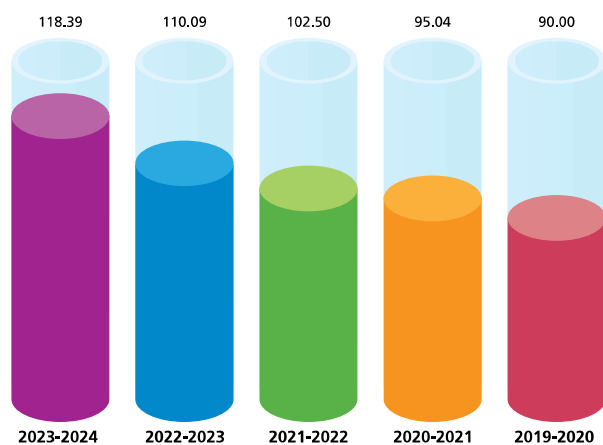
Shareholders Equity



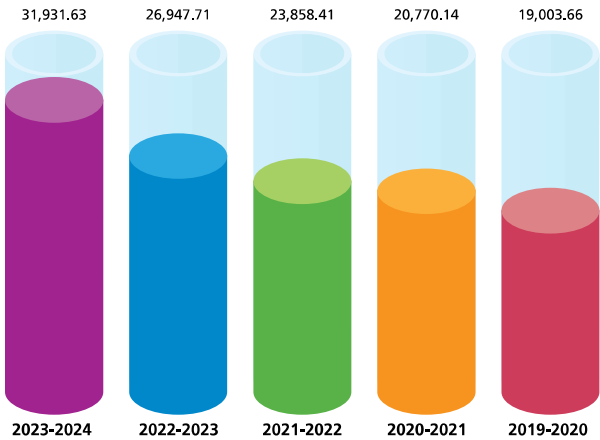
Property, Plant and Equipment



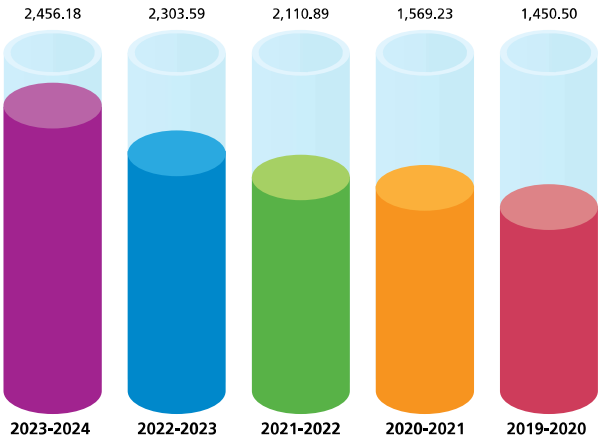
Net Asset Value Per Share (NAVPS)



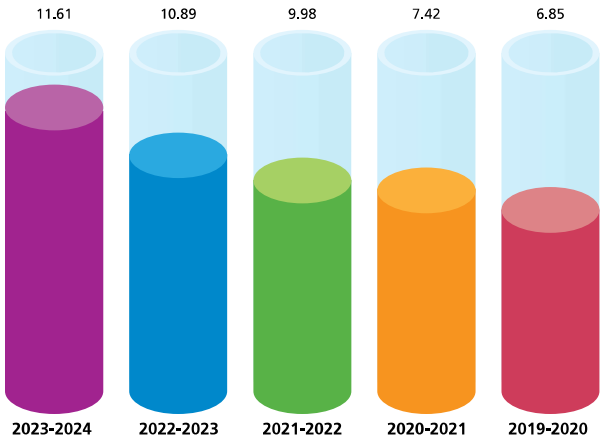
Revenue



Profit after Tax



Earnings Per Share (EPS)



Solid Dosages Unit



Global Operations and Opportunities for Expansion and Growth



Building upon unwavering commitment to excellence, The ACME Laboratories Ltd.'s success in the domestic market catalyzed its strong footprint into the international arena. Over the last three decades, ACME successfully established a robust presence in more than 30 countries across continents. As a leading locally established pharmaceutical company, ACME is dedicated to continuously advancing its capabilities to strengthen its position in the global market. With the adoption of state-of-the-art technologies and a rigorous quality management system, ACME has achieved some remarkably prestigious certifications, including from UK MHRA, and US FDA and WHO Prequalification.

Successful accreditation by the UK MHRA opened up door to the European markets, with the first-ever consignment exported to the UK back in 2020. The company also made its mark in the US market in 2021, launching two products from CMO sites in the USA and India. As part of an unstoppable journey for excellence, ACME achieved WHO Pre-qualification of Zinc Dispersible Tablet in the same year. With its long-standing proven track record, state-of-the-art manufacturing facilities, and a highly skilled, dedicated workforce, ACME has been turned into a trusted and sought-after contract manufacturing organization (CMO) to many global generic players. ACME entered into partnerships with two Marketing Authorization holders (MAH) in the UK and one MAH for the EU markets under CMO model in 2022.

Since 2023, ACME has made significant advancements in global markets and strategic partnerships. The company

secured US FDA approval for its own ANDA without any observations, followed by approval of its Dhamrai manufacturing site. Through a CMO arrangement, ACME successfully delivered several products to the UK. The company shipped its first product from its own site to the USA and secured a five-year US government contract for a product through a local partner. Additionally, ACME signed an agreement with a US ANDA Holder and contract giver to supply three products under a CMO arrangement. ACME completed its first shipments of WHO Prequalified Baby Zinc to a global distributor, and signed two Long-Term Arrangements (LTAs) with UNICEF for five products, with supplies already underway. In collaboration with a European pharmaceutical firm and an international organization, ACME formed a tripartite partnership to develop, manufacture, and commercialize a product in European countries. Additionally, ACME entered a CDMO partnership to develop a product for the Australian and Canadian markets.

Product registration is crucial for expanding market share internationally. Over the past two years, ACME has submitted an average of 200 dossiers annually.

These initiatives aim to not only strengthen ACME's position but also contribute to the growth of the country's pharmaceutical industry. By implementing these projects, ACME will be well-equipped to meet domestic demands and expand its reach to global markets.

Our Role in Bangladesh

With a firm commitment to innovation, quality, and accessibility, **The ACME Laboratories Ltd.** stands as a beacon of reliability and progress in the nation's pharmaceutical landscape. Since 2010, The ACME Laboratories Ltd. has passionately upheld its visionary business philosophy, *"Integrated Pharmaceutical Marketing - Ideas for New Vision."* This approach reflects our steadfast commitment to fostering a unified and holistic strategy across all dimensions of our operations, ensuring sustainable growth and impactful contributions to Bangladesh's healthcare sector. The ACME Laboratories Ltd. redefines pharmaceutical marketing through its innovative *Integrated Marketing philosophy*. This approach transcends conventional practices, seamlessly aligning our operating policies, core values, decision-making processes, and promotional efforts. By integrating **Customer Relationship Management (CRM)** technology, we ensure a cohesive and customer-centric model that enhances trust and transparency across stakeholders.

By embracing a forward-thinking, service-oriented marketing model, The ACME Laboratories Ltd. continues to lead in the pharmaceutical industry. Our alignment with a customer-centric approach and dedication to healthcare excellence solidify our role as a trusted partner in Bangladesh's journey toward improved public health.

Our Excellence in Quality and Operations

- **High Standards in Quality:** We uphold consistent quality policies across our entire product range, ensuring patients receive safe and effective pharmaceuticals.
- **State-of-the-Art Facilities:** Our advanced manufacturing and R&D facilities enable us to deliver innovative, high-quality products.
- **Commitment to Healthcare Excellence:** Our focus on quality and innovation reflects our dedication to supporting the healthcare ecosystem in Bangladesh.

Strengthening Networks and Relationships

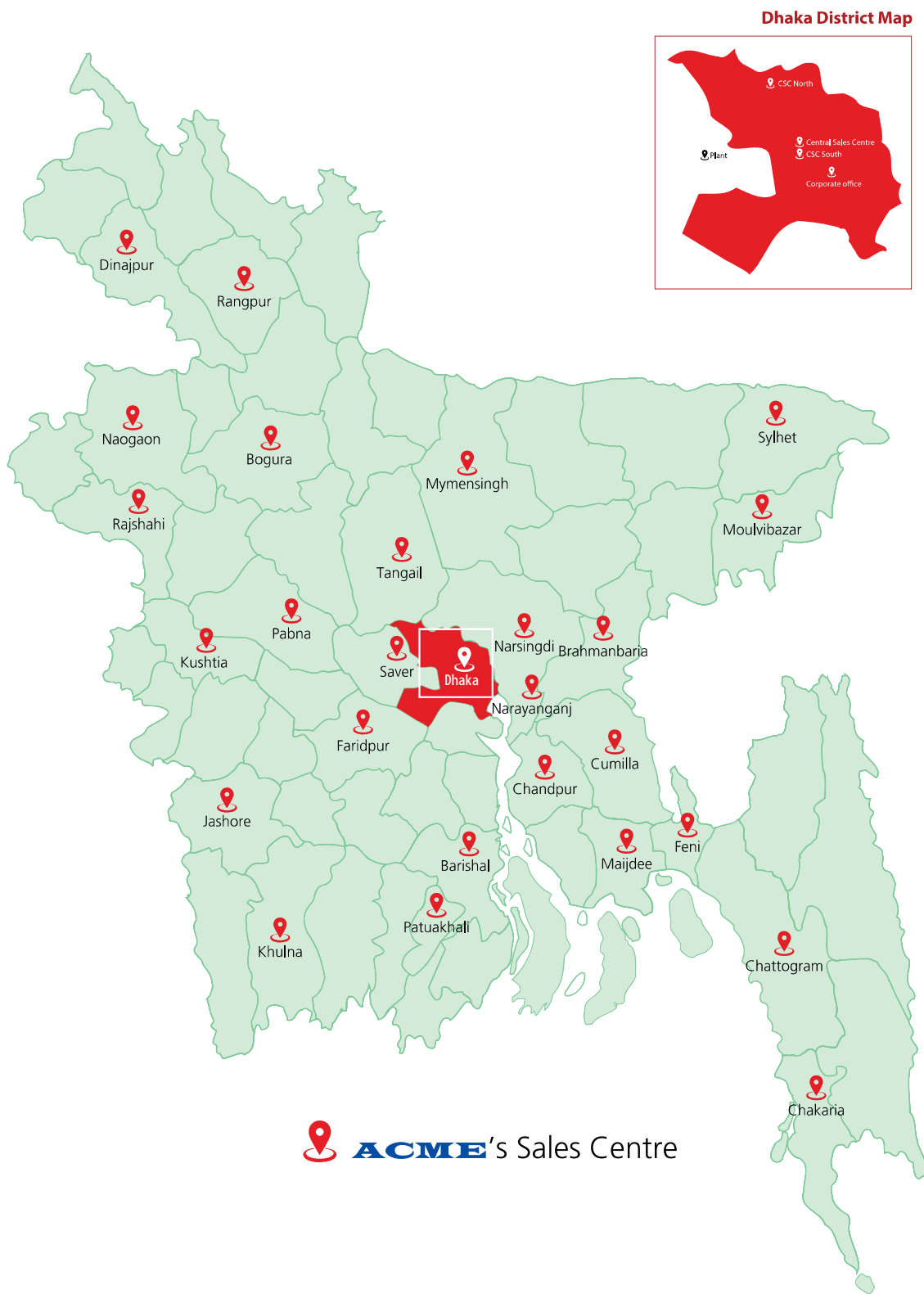
- **Building Trust Among Stakeholders:** ACME has established enduring relationships with doctors, chemists, and healthcare professionals, fostering a network built on reliability and trust.

- **Expanding Distribution Channels:** To ensure smooth operations and accessibility, we are strengthening our distribution network with company-operated sales centers nationwide, bringing our products closer to our customers.
- **Global Reach:** Beyond domestic markets, ACME is expanding its presence internationally, showcasing Bangladesh's capability in producing world-class pharmaceuticals.

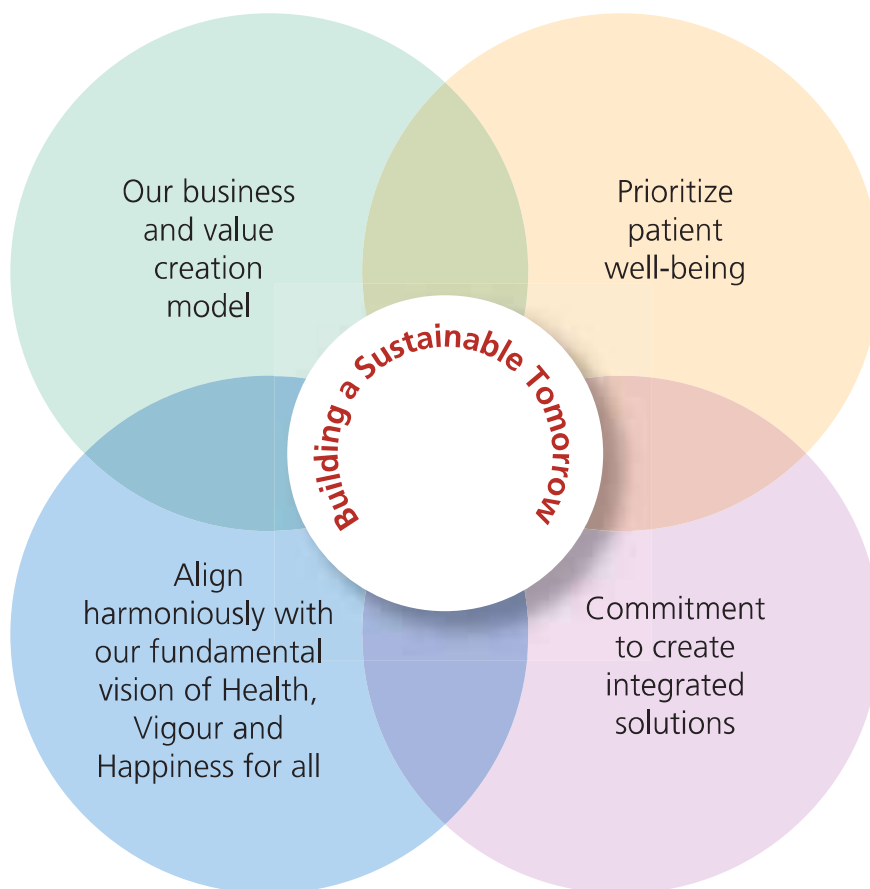
ACME's Marketing & Distribution Strengths

- The ACME Laboratories Ltd. is guided by a forward-thinking mission and vision, setting it apart in the pharmaceutical industry.
- The company's enduring presence for over six decades has solidified its brand image and reliability.
- The ACME Laboratories Ltd. maintains a commitment to consistent quality policies, ensuring high standards across its product range.
- The company employs a fool-proof scientific integrated marketing strategy, ensuring a comprehensive and targeted market approach.
- ACME's product line includes time-tested high-quality pharmaceuticals, reflecting its commitment to excellence.
- The company has cultivated excellent relationships with doctors, chemists, and other stakeholders, creating a network of trust.
- A mega sales force of over three thousand experienced, skilled, and devoted individuals drives effective market engagement.
- The company boasts world-class manufacturing facilities, ensuring the production of high-quality pharmaceuticals.
- ACME has established a comprehensive marketing and distribution network, both domestically and internationally, showcasing its commitment to global reach and accessibility.

In order to best use of the aforesaid strengths, we are establishing our strong distribution network by commissioning our own sales centers all over the country. This will ensure smooth operations of the distribution channel thereby reaching at the doorstep our customers.



Strategy Strengthened for a Sustainable Tomorrow



Our unwavering commitment to innovation, operational excellence, and sustainability continues to shape a brighter future for healthcare. We strengthened our strategic priorities to address evolving patient needs while fostering resilience in a dynamic global landscape. Simultaneously, we enhanced efficiency in manufacturing and supply chain processes, ensuring consistent quality and timely delivery of products.

Sustainability remained integral to our growth for our talented workforce, empowered through training and a culture of innovation and accountability. Guided by these pillars, we are paving the way for a sustainable tomorrow, delivering lasting value to patients, partners, and communities worldwide.

Guidance for 2024-2025



Drive Sustainable Growth through Strategy and Execution



Focus on achieving cost efficiencies without compromising innovation or quality.



Integrate digital solutions in customer relationship management (CRM) to enhance client engagement and satisfaction.



Expand Business Horizon in Local Market and Continue exploring opportunities in emerging markets, innovative product lines, and strategic partnerships.



Prioritize Bio-Pharmaceutical Advancements through investing in R&D to create cutting-edge bio-pharmaceutical products catering to unmet medical needs.



Maximize Shareholder Value through enhancing operational excellence to improve profitability and generate higher returns for shareholders.



Successfully commercialize the API project, ensuring product readiness, market penetration, and regulatory compliance.



Strengthen marketing and branding efforts in existing markets to consolidate leadership positions.



Promoting AntiMicrobial Resistance (AMR) solutions and embracing one health concept to overcome Animal and Human Health Hazard. In this regard, a collaborative partnership Agreement has been signed between ACME and USAID



Continue growing net asset value and earnings per share through:

- Strategic capital allocation to high-return projects.
- Strong free cash flow management to fund growth and reduce debt.
- Scaling operations to achieve economies of scale in production and distribution.



Concentrating on TRIPS Facilities

Report on Corporate Governance

CORPORATE GOVERNANCE

Corporate Governance is a comprehensive framework of policies, processes, and procedures that steer the control and administration of a corporate entity to achieve its strategic mission and vision. It is a practice that recognizes and respects the diverse stakeholders involved, including shareholders, management, board of directors, employees, depositors, customers, creditors, suppliers, regulators, and the broader legal framework.

The ACME Laboratories Ltd. strongly emphasizes corporate governance, which includes transparency, fairness, accountability, corporate ethics, legal compliance, disclosure of pertinent information, professionalism, and enhancing shareholders' value. This philosophy is firmly rooted in the principle of balancing the interests of all stakeholders, acknowledging that safeguarding shareholders' interests goes hand in hand with ensuring that the board and management fulfill their responsibilities to nurture the company's long-term sustainability, growth, and profitability. The Board of Directors acts as a representative for the company's shareholders, with a fiduciary duty to safeguard and grow their wealth. The ACME Laboratories Ltd.'s corporate governance is anchored in principles of integrity, responsibility, and a strong commitment to the welfare of all stakeholders.

ACME's approach to governance, which has remained largely consistent over time, is to:

- achieve excellence in Corporate Governance throughout the organization.
- drive superior and sustainable shareholder value over the long term through the alignment of the interests of stakeholders and employees.
- promote the long-term profitability of the company while cautiously managing risk

ACME's Corporate Governance Compliances are managed by the organisms mentioned hereafter:

BOARD OF DIRECTORS:

Composition of the Board:

In compliance with the Companies Act, 1994, and the Corporate Governance Code set by the Bangladesh Securities and Exchange Commission (BSEC), the Board of Directors of The ACME Laboratories Ltd., is appointed by shareholders during the Annual General Meeting (AGM) and remains accountable to them. The Board of The ACME Laboratories Ltd. consists of 12 Directors with a diverse and highly skilled background. Out of them, 08 (eight) Directors represent the company's shareholders, while 01 (one) Director is a nominee appointed by the Investment

Corporation of Bangladesh (ICB). Additionally, the Board includes 03 (three) Independent Directors. The Chairman of the board is elected from the pool of Non-Executive Directors, reflecting a commitment to effective governance. Each member of the board brings substantial professional experience, expertise, and a strong dedication to their roles. Their collective knowledge and diverse backgrounds equip them with the necessary tools to oversee the company's business activities, ensuring responsible and effective management.

The members of the Board of Directors are as follows:

Name of Directors	Position
Mrs. Nagina Afzal Sinha	Chairman
Mr. Mizanur Rahman Sinha	Managing Director
Dr. Jabilur Rahman Sinha	Deputy Managing Director
Mrs. Jahanara Mizan Sinha	Deputy Managing Director
Ms. Tasneem Sinha	Deputy Managing Director
Mr. Tanveer Sinha	Director
Mrs. Sabrina Juned	Director
Mr. Fahim Sinha	Director
Mr. Das Deba Prashad	Independent Director
Mr. Ehsan Ul Fattah	Independent Director
Mr. Kazi Sanaul Hoq	Independent Director
Mr. Md. Abul Hossain	Nominee Director of ICB

The Board is reconstituted every year at its Annual General Meeting by the rotation and re-election of one-third of the directors in order to meet the requirements of the Companies Act, 1994 and the Articles of Association of the Company.

Notably, as per The Bangladesh Securities and Exchange Commission (BSEC) notification No. BSEC/CMRRCD/2009-193/76/PRD/151 dated on 04 April 2024 the commission hereby amends condition no: 1(2)(a) and inserted a new provision "provided that the board shall appoint at least one female independent director in the Board of Directors of the company;". In the same notification, BSEC mentioned that this provision shall be complied within one year. The ACME Laboratories Ltd. will comply with this provision in due time.

Role of the Board

The Board is responsible for formulating strategy, policy and ensuring that the business activities are soundly administered and effectively controlled. Directors maintain a

vigilant watch over the Company's financial health, ensuring that its operations, accounts, and asset management are subject to rigorous and prudent controls. Moreover, the Board plays a pivotal role in upholding ACME's established Policies, Procedures, and Codes of Conduct, ensuring their proper implementation and maintenance. It is their duty to ensure that the company adheres to universally recognized principles of good corporate governance and efficient management, guaranteeing transparency and accountability in the company's activities.

In compliance with the Companies Act, 1994, and the Corporate Governance Code set by the Bangladesh Securities and Exchange Commission (BSEC), the Board of Directors of a Bangladeshi-listed company, such as ACME, is appointed by shareholders during the Annual General Meeting (AGM) and remains accountable to them. The Board is commended with the formulation of strategy and policy, ensuring that the company's business activities are soundly managed and effectively controlled. Directors diligently oversee the financial health of the company, enforcing rigorous and prudent controls across operations, financial accounts, and asset management. Furthermore, the Board plays an essential role in upholding ACME's established Policies, Procedures, and Codes of Conduct, ensuring their consistent and effective application. As part of their fiduciary duties, the Board is committed to maintaining ACME's compliance with recognized principles of corporate governance and efficient management, promoting transparency and accountability throughout all company operations.

Board Meetings

As per the Articles of Association of the Company, the Board is required to meet at least four times in a year. In the financial year 2023-2024, Seven (07) meetings of the Board of Directors were held. Dates for Board Meetings are decided earlier and notice of each Board Meeting is communicated in writing well in advance. The notice contains detailed statements of the business to be transacted at each meeting. The Board meets for both scheduled meetings and on other occasions to deal with urgent and important matters that require its attention. .

SEPARATE ROLE OF THE CHAIRMAN AND MANAGING DIRECTOR

In The ACME Laboratories Ltd., there are two different individuals on the Board performing as Chairman and Managing Directors of the company. Their details role are as follows:

Role of Chairman

In line with the Corporate Governance Code of BSEC and the Articles of Association of the Company, the Members of the Board elect the Chairman from the non-executive

directors of the Company who is responsible for leading the Board and ensuring the effectiveness of the functions of the Board. It is the responsibility of the Chairman to see that the Annual General Meeting, Board Meetings, and other Meetings are duly convened and constituted in accordance with the Companies Act, 1994 or any other applicable guidelines, provisions of rules and regulations before its proceeds to transact business. The Chairman should then conduct the proceedings of the meetings and ensure that only those items of business that have been set out in the agenda are transacted and generally in the order in which the items appear on the agenda. The Chairman should encourage deliberations, debate, and assess the sense of the meetings. The Chairman should ensure that the proceedings of the meeting are correctly recorded and in doing so, they may include or exclude as they deem fit.

Role of Managing Director

The roles of the Managing Director are eminent and the description of respective roles and responsibilities are clearly established and executed in the Company's operating plans and lead the management team that is necessary to achieve the Company's objectives. He has overall control over the Company's day-to-day affairs and is accountable to the Board for the financial and operational performance of the Company. He acts for the best interest of the Company and ensures that the company operates its business as per the Articles of Association, decisions of the Board and Shareholders as well as according to the Company's Policies, Procedures and applicable regulatory legislations.

CODE OF CONDUCT

The Board of Directors of The ACME Laboratories Ltd. is committed to the highest standards of conduct in their relationships with ACME's employees, customers, members, shareholders, regulators, and the stakeholders. This means conducting our business in accordance with all applicable laws and regulations and it also means commitment to the spirit of the law. Our actions should reflect ACME's values, demonstrate ethical leadership, and promote a work environment that upholds ACME's reputation for integrity, ethical conduct, and trust.

The Code is intended to provide a statement of the fundamental principles applicable to our Directors. This code of Conduct for the Chairperson, other Board Member, and Chief Executive Officer has been adopted by the Board of Directors in its 92nd meeting held on 05 September 2018 and framed by the Company in compliance with the requirements of Condition 1(7) of Corporate Governance Code vide Notification No.BSEC/CMRRCD/2006-158/207/ Admin/80 dated 3 June 2018 of Bangladesh Securities and Exchange Commission.

This Code of Conduct adopted by the board has been published on the website of the company. i.e. www.acmeglobal.com

SUB-COMMITTEES OF THE BOARD:

To ensure good corporate governance the Board of The ACME Laboratories Ltd. has two following sub-committees:

- I. Audit Committee:
- II. Nomination and Remuneration Committee (NRC):

I) Audit Committee of the Board:

As per the requirement of the Corporate Governance Code of the Bangladesh Securities and Exchange Commission (BSEC), The ACME Laboratories Ltd. formed the Audit Committee in the year 2014.

It is noteworthy that, following the recommendations of the NRC and the Board, shareholders at the 47th Annual General Meeting approved the appointment of Mr. Kazi Sanaul Haque as a new Independent Director with effect from 13 November 2023, with the necessary consent from BSEC. Consequently, it is appropriate to reconstitute the Audit Committee to include this new member. The board in its 155th Meeting held on 29 April 2024 has reconstructed the Audit Committee of the Company are as follows

The composition of the committee as follows:

SL.	Name	Role
1.	Mr. Das Deba Prashad	Chairperson (Independent Director)
2.	Mr. Ehsan Ul Fattah	Member (Independent Director)
3.	Mr. Kazi Sanaul Hoq	Member (Independent Director)
4.	Mr. Md. Abul Hossain	Member (Non-Executive Director)

All members of the Committee are non-executive Directors and the Chairman of the Audit Committee is an Independent Director. As required, all members of the Audit Committee are 'Technically sound, financially literate' who can read and understand the financial statements, such as the statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity and Cash Flows Statement and they skillfully and effectively discharge their roles and responsibilities.

Purpose of Audit Committee:

The Audit Committee to assist the Board. The role of the Audit Committee is to oversee the financial reporting, monitor, and review the integrity of the financial statements of the Company, and make recommendations to the Board through holding adequate committee meeting(s) on business performance, risks, internal controls and compliances. The Committee satisfies itself, by means of suitable steps and

by properly collecting appropriate information and they have also found that satisfactory internal control systems are in place to identify and contain business risks. Finally, the Committee members are satisfied that the Company's Business is being conducted systematically and soundly. The Audit Committee assists the Board of Directors to ensure that the financial statements reflect a true and fair view of the state of affairs of the Company and ensure a good monitoring system within the business. The Audit Committee is accountable to the Board of Directors. The duties of the Audit Committee are clearly defined in its Terms of Reference (ToR) which was duly approved by the 47th Board of Directors meeting held on 24 January 2015.

Responsibilities and Duties:

The responsibilities and duties of the Audit Committee are:

Financial Reporting:

- To review the quarterly and annual financial statements of the Company, focusing particularly on:
 - o Any significant changes to accounting policies and practices;
 - o Significant adjustments arising from the audits;
 - o Compliance with applicable Financial Reporting Standards and other legal and regulatory requirements; and
 - o The going concern assumption.

Related Party Transactions:

- To review the statement of significantly related party transactions submitted by the management and conflict of interest situations that may arise within the Company, including any transaction, procedure, or code of conduct that may raise questions of management integrity.

Audit Reports:

- To prepare the Audit Committee report and submit it to the Board which includes the composition of the Audit Committee, its terms of reference, number of meetings held, a summary of its activities and the existence of internal audit services and a summary of the activities for inclusion in the Annual Report; and
- To review the Board's statements regarding compliance with the BSEC Codes of Corporate Governance for inclusion in the Annual Report.

Internal Control:

- To consider annually the Risk Management Framework adopted within the Company and to be satisfied that the methodology deployed allows the identification, analysis, assessment, monitoring and communication of risks in a

regular and timely manner that will allow the Company to minimize losses and maximize opportunities;

- To ensure that the system of internal control is soundly conceived and in place, effectively administered and regularly monitored;
- To review the extent of compliance with established internal policies, standards, plans and procedures;
- To obtain assurance that proper plans for controlling have been developed before the commencement of major areas of change within the Company; and
- To recommend to the Board steps to improve the system of internal control derived from the findings of the internal and external auditors and from the consultations of the Audit Committee itself.

Internal Audit:

- To be satisfied that the strategies, plans, operating and organization for internal auditing are communicated down through the Company. Specifically:
 - o To review the internal audit plans and to be satisfied as to their consistency with the Risk Management Framework used and adequacy of coverage;
 - o To be satisfied that the Internal Audit has the competency and qualifications to complete its mandates and approved audit plans.
 - o To review status reports from the Internal Audit and ensure that appropriate actions have been taken to implement the audit recommendations;
 - o To recommend any broader reviews deemed necessary as a consequence of the issues or concerns identified;
 - o To ensure that Internal Audit has free access to all activities, records, property and personnel necessary to perform its duties; and
 - o To request and review any special audit which it deems necessary

External Audit:

- To review the external auditors' nature and scope of the audit plan, audit report as well. The Audit Committee will consider a consolidated opinion on the quality of external auditing at one of its meetings;
- To review the Statement on Risk Management and Internal Control of the Company for inclusion in the Annual Report;

- To review any matters concerning the appointment and re-appointment, audit fee and resignation or dismissal of the external auditors;

- To review and evaluate factors related to the independence of the external auditors and assist them in preserving their independence;

- To be advised of and decide to or not to make significant use of the external auditor in performing non-audit services within the Company, considering both the types of services rendered and the fees, so that its position as auditors are not deemed to be compromised; and

- To review the external auditors' findings arising from audits, particularly any comments and responses in management letters as well as the assistance given by the employees of the Company in order to be satisfied that appropriate action is being taken

Other Matters:

To act on any other matters as may be directed by the Board.

II. Nomination and Remuneration Committee of the Board:

As per the requirement of the Corporate Governance Code of the Bangladesh Securities and Exchange Commission (BSEC), The ACME Laboratories Ltd. formed the Nomination and Remuneration Committee in the year 2018.

In compliance with condition #6 of the Corporate Governance Code issued by the Bangladesh Securities and Exchange Commission (BSEC), the Board of Directors of The ACME Laboratories Ltd. formed the Nomination and Remuneration Committee (NRC) in order to assist the Board broadly in the formulation of policy with regard to determining qualifications, positive attributes, experiences and independence of directors and top-level executive as well as a policy for a formal process of considering remuneration of Directors, top-level executives.

A brief of the NRC and its role, responsibilities and functions are appended below:

Composition and Meetings:

It is noteworthy that, following the recommendations of the NRC and the Board, shareholders at the 47th Annual General Meeting approved the appointment of Mr. Kazi Sanaul Haque as a new Independent Director, with the necessary consent from BSEC. Consequently, it is appropriate to reconstitute the Nomination and Remuneration Committee to include this new member. The board in its 155th Meeting held on 23 April 2024 has reconstructed the Nomination and Remuneration Committee of the Company as follows:

SL.	Name	Role
1.	Mr. Das Deba Prashad	Chairman (Independent Director)
2.	Mrs. Jahanara Mizan Sinha	Member (Non-Executive Director)
3.	Mr. Ehsan Ul Fattah	Member (Independent Director)
4.	Mr. Kazi Sanaul Hoq	Member (Independent Director)
5.	Mr. Md. Abul Hossain	Member (Non-Executive Director)

The Independent Director, Mr. Das Deba Prashad acts as Chairman of the Committee. As per regulatory guidelines, the Company Secretary will act as Member Secretary to the Committee. The NRC performs in coherence and ensures compliance with the Corporate Governance Code promulgated by the Bangladesh Securities and Exchange Commission (BSEC). and assists the Board in the formulation of the nomination criteria or policy for determining qualifications, positive attributes, experiences, and independence of directors and top-level executives as well as a policy for the formal process of considering their remuneration of Directors, top-level executives.

No member of the NRC receives, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than director's fees or honorarium from The ACME Laboratories Ltd.

Permanent invitees to the meetings are the Head of Finance & Accounts and the Head of Human Resources. Relevant Heads of Divisions and other members of the Management team also attend the meetings on occasions, as required.

Major Responsibilities of NRC:

The purpose, authority, composition, duties, and responsibilities of the Nomination and Remuneration Committee (NRC) have been delineated in its Charter. Some of the major responsibilities of the NRC are as follows:

- Recommend a policy on the Board's diversity taking into consideration age, gender, experience, education and nationality;
- Formulate the criteria for determining the qualification and independence of Directors;
- Identify persons who are qualified to become Directors and top-level executives and recommend their appointment and removal;
- Formulate the criteria for evaluation of the performance of Independent Directors and the Board;
- Recommend a policy to the Board relating to the remuneration of the Directors, and top-level executives;

- Assess that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable Directors to run the Company successfully;
- Evaluate that remuneration to Directors and top-level executives 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;
- Identify the Company's needs for employees at different levels and determine their selection, transfer or replacement and promotion criteria by using the existing Performance Management System (PMS) of The ACME Laboratories Ltd. for the year 2024-25;
- Recommend and review annually the Company's human resources and training policies;
- Recommend the remuneration policy of the Company, particularly in relation to the yearly increment principle;
- Recommend the Code of Conduct for the Chair of the Board, other Board Members and Chief Executive Officer of the Company.

CHIEF FINANCIAL OFFICER (CFO), COMPANY SECRETARY (CS) AND HEAD OF INTERNAL AUDIT AND COMPLIANCE (HIAC)

In line with the Corporate Governance Code of the BSEC, the company ensured the appointment of 3 (three) individuals as Head of Internal Audit & Compliance (HIAC), Chief Financial Officer (CFO), and Company Secretary (CS) and also defined their roles, duties, and responsibilities.

All of these three individuals play a crucial role in successfully implementing the board's strategic decisions and ensuring effective corporate governance within the company.

Internal audit assures by assessing and reporting on the effectiveness of governance, risk management, and control processes designed to help the organization achieve strategic, operational, financial, and compliance objectives.

The Chief Financial Officer has direct responsibility for leading the development and implementation of the financial strategy necessary to deliver the organization's strategic objectives sustainably which aligns with the overall corporate governance and management structure.

A Company Secretary is essential in maintaining compliance, promoting strong corporate governance, and facilitating effective communication among the company's management, board of directors, shareholders, and regulatory authorities. Serving as a link between these key stakeholders, the Company Secretary ensures smooth collaboration and adherence to regulatory standards.

EXECUTIVE MANAGEMENT

The Executive Management is led by the Managing Director who is appointed by the Board of Directors for a term of 5 years (renewable) with the approval of shareholders in the Annual General Meeting.

OTHER GOVERNANCE APPARATUS

Independent Directors

In compliance with the BSEC Regulations on Good Governance, the Board of Directors appointed three persons as non-shareholding Independent Directors with the expectation that their expertise would help contribute to the further disclosure and protect the interests of the stakeholders, investors in general and smaller investors in particular:

Statutory Auditor

The Company appointed The Statutory Auditors in line with the Companies Act, 1994, relevant rules-regulations of BSEC, Financial Reporting Act, 2015, and other relevant laws & guidelines of the Corporate Governance Code of BSEC (Condition # 7) to perform their duties and responsibilities. The Company does not engage its external/statutory auditors to perform any other services of the company that are not permissible.

Maintaining the Website of the Company

In compliance with Condition #8 of the Corporate Governance Code, the Company has been maintaining an official website (www.acmeglobal.com). This website is seamlessly linked with the platforms of two Stock Exchanges, ensuring its continuous functionality since the day of listing. The Company has consistently provided comprehensive and timely regulatory disclosures on this website, adhering to the highest standards of transparency and corporate governance.

Compliance Auditors

In accordance with Condition # 9 of the code, the Company has appointed a dedicated Compliance Auditor to meticulously review and assess its corporate governance practices. The Compliance Auditor has diligently examined every facet of the company's governance framework and has subsequently issued a Certificate on Compliance with the Corporate Governance Code, providing stakeholders with the assurance that the company's corporate governance practices meet the stringent requirements laid out by the BSEC.

Independent Scrutinizer

As per Clause 7 of the Bangladesh Securities and Exchange Commission (BSEC), Directive no. BSEC/CMRRCD/2009-193/08; dated: March 10, 2021:

"Independent service provider or any other entity as appointed by the issuer company shall provide the service of digital platform for conducting general meeting and on-line or e-voting platform or system."

Bangladesh Securities and Exchange Commission vide its directive No. BSEC/CMRRCD/2009-193/08; dated: March 10, 2021, of Clause 7 directed all the listed companies to conduct their Annual General Meeting (AGM) through Digital Platform for conducting Annual General Meeting (AGM) by appointing an Independent Scrutinizer regarding due process of election and detailed information of voting results shall be authenticated by a professional experience and qualified Chartered Accountants or Chartered Secretaries and such authenticated report submitted to the Commission within 48 (forty-eight) hours of the conclusion of Annual General Meeting (AGM). In compliance with guidelines of the BSEC the Company has appointed a dedicated Independent Scrutinizer to oversee the due process of election and detailed information of voting results of the upcoming 48th AGM which shall be authenticated by them.

SHAREHOLDERS' RELATIONSHIP

Shareholders' relationship

Shareholder relations play a pivotal role in the governance of a company, and they are primarily delineated in the corporate charter and other shareholder provisions. At The ACME Laboratories Ltd., the board of directors takes responsibility for safeguarding the shareholders' interests. To foster strong and transparent relationships with our shareholders, we have consistently provided all necessary regulatory disclosures, engaged in open dialogue through our Annual General Meetings (AGM), and maintained an informative and accessible corporate website & email.

Redressal:

The company puts due emphasis on shareholders' queries. To address the same effectively, the Company has implemented multiple channels of communication like a platform of AGM/EGM, shareholders' corner of share department, office of public relations, company website, Annual Report, requisite disclosures pattern, etc. to maintain an effective relationship with the shareholders of the Company.

DIVIDEND POLICY

The detailed dividend policy of the company has been defined on page no. 90-91 of this Annual Report.

Corporate Social Responsibility (CSR)

The ACME Laboratories Ltd. maintains its commitment to achieving not only business and financial success but also leaving a lasting positive impact on society and the environment. A fundamental company objective is to champion Corporate Social Responsibility (CSR) initiatives aimed at serving people, the nation, and the planet, thereby enhancing its corporate image among diverse stakeholder groups. As an integral part of its CSR endeavors, ACME has actively promoted nature-positive farming practices for medicinal plants across various regions of the country through a dedicated project known as the Social, Environmental, and Economic Development (SEED) project. The company's steadfast dedication to CSR is exemplified by its substantial expenses in the year, underlining its genuine commitment to making a difference in the community and the environment.

SECRETARIAL STANDARD

As per Condition No. 6 of the Corporate Governance Code, a detailed report on Bangladesh Secretarial Standard-1 [BSS-1] has been defined on page no. 152-155 of this Annual Report.

COMPLIANCE OF THE CORPORATE GOVERNANCE CODE:

The Company diligently strives to adhere to all applicable or practicable conditions outlined in the Code and is resolute in its commitment to transparent and ethical business practices. In line with Condition No. 9(3) of the Code, the Company has provided a comprehensive statement on its corporate status, as mandated, on page no. 138-151 of this annual report, ensuring that all necessary disclosures are meticulously detailed. Moreover, as a testament to the company's dedication to sound corporate governance, an independent Audit Firm has issued a certificate regarding the Company's governance practices, and this certificate is disclosed on page no. 137 of this Annual Report.

Blow-Fill-Seal (BFS) LVP & SVP & Liquid & Semi-Solid Units



Report on Activities of the Audit Committee during the year 2023-2024

The Audit Committee acts as a sub-committee of the Board of Directors of The ACME Laboratories Ltd., assisting in assuring and performing its oversight responsibilities.

As per the requirement of the Corporate Governance Code of the Bangladesh Securities and Exchange Commission (BSEC), The ACME Laboratories Ltd. formed the Audit Committee in the year 2014.

It is noteworthy that, following the recommendations of the NRC and the Board, shareholders at the 47th Annual General Meeting approved the appointment of Mr. Kazi Sanaul Haque as a new Independent Director, with the necessary consent from BSEC. Consequently, it is appropriate to reconstitute the Audit Committee to include this new member. The board in its 155th Meeting held on 29th April 2024 has reconstructed the Audit Committee of the Company are as follows:

Member of the Committee:

1. Mr. Das Deba Prashad, (Independent Director) Chairman
2. Mr. Ehsan Ul Fattah, (Independent Director) Member
3. Mr. Kazi Sanaul Hoq, (Independent Director) Member
4. Mr. Md. Abul Hossain, (Nominee Director of ICB) Member

The Company Secretary of the Board, acts as the Secretary to the Committee.

Key responsibilities of the Committee:

- The Committee has assisted the Board ensuring that the financial statements reflect true and fare view of the state of affairs of the company and in ensuring a good monitoring system within the business.
- To review the quarterly and annual financial statements of the Company, focusing on any significant changes to accounting policies and practices, any significant adjustment arising from the audits and compliance with the other relevant laws;
- To review the statement of significantly related party transactions and conflict of interest.
- To prepare the Audit Committee report and submit it to the Board.
- To review the Board's statements regarding compliance with the Corporate Governance Code of BSEC.
- To consider annually the Risk Management Framework adopted within the Company.
- To ensure that the system of internal control is soundly conceived and in place, effectively administered and regularly monitored;
- Overseen, reviewed and approved the procedure and task of the internal audit.
- Reviewed the process and effectiveness of the internal audit, the findings of the internal audit team, and of its corrective actions.

Meeting Attendance:

The details of attendance of each member at the Audit Committee meetings during 2023-2024 are given below:

Name of Directors	Position in NRC	No. of Meeting Held	No. of Meetings attended
Mr. Das Deba Prashad	Chairman	04	04
Mr. Ehsan Ul Fattah	Member	04	04
*Mr. Kazi Sanaul Hoq	Member	NIL	NIL
Mr. Md. Abul Hossain	Member	04	04

* Mr. Kazi Sanaul Hoq was appointed as a member of the Audit Committee on 29 April 2024.

Major activities of the Audit Committee during the year 2023-2024:

- o Extensively Reviewed, the quarterly and annual financial statements and ensured that the financial statement have been prepared and presented in a manner that is prescribed by prevailing standards and laws.
- o The committee reviewed the Annual Audited financial statements including the key factors and risk thereon disclosed by the Statutory Auditors' and recommending to the Board for their consideration.
- o Overseen the determination of audit fees as per previous years' fees based on scope and magnitude, level of expertise deployed and time required for effective audit.
- o Reviewed the activities, functions and other performance (as applicable) of the statutory auditors.
- o Reviewed the management discussion analysis and related party transactions of the company.
- o Overseen, reviewed, and approved the procedure and task of the internal audit.
- o Reviewed the Annual audit plan and program of Internal Audit division and, the findings of the internal audit team, and of its corrective actions.

On behalf of the Audit Committee



Das Deba Prashad

Chairperson of the Committee

Date: 27 October 2024

REPORT ON THE ACTIVITIES OF THE NOMINATION AND REMUNERATION COMMITTEE 2023-2024.

Nomination and Remuneration Committee of the Board:

Board of Directors of The ACME Laboratories Ltd. has demonstrated a strong commitment to corporate governance by maintaining a duly constituted Nomination and Remuneration Committee (NRC), a sub-committee of the Board. In accordance with Condition #6 of the Corporate Governance Code 2018 of the Bangladesh Securities and Exchange Commission (BSEC), The ACME Laboratories Ltd. formed the Nomination and Remuneration Committee in the year 2018.

It is noteworthy that, following the recommendations of the NRC and the Board, shareholders at the 47th Annual General Meeting approved the appointment of Mr. Kazi Sanaul Haque as a new Independent Director, with the necessary consent from BSEC. Consequently, it is appropriate to reconstitute the Nomination and Remuneration Committee to include this new member. The board in its 155th Meeting held on 29th April 2024 has reconstructed the Nomination and Remuneration Committee to assist the Board. Its primary role is to collaborate with the Board in shaping the nomination criteria and policies governing the qualifications, positive attributes, experiences, and independence of directors and top-level executives. Additionally, it oversees the formulation of a comprehensive policy that outlines the formal process for evaluating the remuneration of Directors and top-level executives, further reinforcing the company's commitment to ethical and transparent corporate practices.

A brief of the NRC and its role, responsibilities and functions are appended below:

Member of the Committee:

1. Mr. Das Deba Prashad, (Independent Director) - Chairman
2. Mrs. Jahanara Mizan Sinha (Non-Executive Director) - Member
3. Mr. Ehsan Ul Fattah, (Independent Director) - Member
4. Mr. Kazi Sanaul Hoq, (Independent Director) - Member
5. Mr. Md. Abul Hossain, (Nominee Director of ICB) - Member

Under the leadership of the Independent Director, Mr. Das Deba Prashad, who serves as the Committee's Chairman, The ACME Laboratories Ltd.'s Nomination and Remuneration Committee (NRC) operates in accordance with regulatory guidelines. The Company Secretary, Mr. Masudur Rahman Bhuiyan, FCS, fulfills the role of Secretary to the Committee. The NRC functions seamlessly, ensuring strict adherence to the Corporate Governance Code established by the Bangladesh Securities and Exchange Commission (BSEC).

No member of the Nomination and Remuneration Committee (NRC) receives any form of remuneration, whether direct or indirect, for their participation in advisory, consultancy roles, or any other duties, apart from the standard director's sitting fees or honorarium provided by The ACME Laboratories Ltd.

Additionally, the NRC's meetings are attended by permanent invitees, including the Head of Finance & Accounts and the Head of Human Resources, who play crucial roles in these discussions. Furthermore, relevant Heads of Divisions and other members of the management team may also join these meetings as necessary, contributing to the comprehensive and informed decision-making process of the NRC.

Key responsibilities of the Committee:

The purpose, authority, composition, duties, and responsibilities of the Nomination and Remuneration Committee (NRC) have been delineated in its Charter. Some of the major responsibilities of the NRC are as follows:

- Recommend a policy on Board's diversity taking into consideration age, gender, experience, education and nationality;
- Formulate the criteria for determining qualification and independence of Directors;
- Identify persons who are qualified to become Directors and top-level executives and recommend their appointment and removal;
- Formulate the criteria for evaluation of the performance of Independent Directors and the Board;
- Recommend a policy to the Board relating to the remuneration of the Directors, and top-level executives;
- Assess that the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable Directors to run the Company successfully;
- Evaluate that remuneration to Directors and top-level executives 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;
- Identify the Company's needs for employees at different

levels and determine their selection, transfer or replacement and promotion criteria by using the existing Performance Management System (PMS) of The ACME Laboratories Ltd. for the year 2023;

- Recommend and review annually the Company's human resources and training policies;
- Recommend the remuneration policy of the Company, particularly in relation to the yearly increment principle;
- Recommend the Code of Conduct for the Chair of the Board, other Board Members and Chief Executive Officer of the Company.

Nomination, Election and Selection of Directors:

The Nomination and Remuneration Committee (NRC) plays a pivotal role in upholding the transparency and judiciousness of procedures for appointing new Directors within The ACME Laboratories Ltd. The Board places a strong emphasis on ensuring that its membership reflects diversity in a comprehensive sense. This diversity encompasses various factors, including age, gender, experience, ethnicity, educational background, nationality, and other pertinent personal attributes. Such diversity is essential in providing a wide range of perspectives, insights, and challenges, which are crucial for sound decision-making. The recruitment and selection processes for Board members are meticulously designed to identify candidates with the most suitable skills, knowledge, experiences, and personal values. Qualifications explicitly stated in ACME's corporate governance principles and culture promote fair and impartial selection, reinforcing the company's commitment to equitable representation and unbiased decision-making.

Evaluation of the Board:

The NRC is responsible for ensuring the effectiveness of the Board. The Board shall carry out an evaluation once a year of its work, functions, and performance as well as monitoring of internal control over financial reporting for the preparation of external financial statements and the safeguarding of assets. The evaluation includes a review of the administration of the Board and its committees covering their operations, agenda, reports, and information produced for consideration, and relationship with Management.

Top-Level Executive Selection and Remuneration Policy:

The performance of the Company depends upon the quality of its Directors and Top-Level Executives. To flourish, the Company must attract, motivate and retain highly skilled Directors and Executives. The recruitment process for top-level executives shall be transparent, non-discriminatory, diversified and in alignment with the Code of Conduct. Recruitment standards support ACME's reputation as an

attractive employer. The objective of ACME's remuneration policy is to secure that rewards for top-level executives shall be contributed for attracting, engaging and retaining the right employees to deliver sustainable value for shareholders in accordance with the ACME's culture and practice.

Remuneration for the Board of Directors:

Each Executive/Non-Executive Director has received reasonable remuneration and/or sitting allowance from the Company for every meeting attended.

Meeting Attendance:

The details of attendance of each member at the NRC meetings during 2023-2024 are given below:

Name of Directors	Position in NRC	No. of Meetings held	No. of Meetings attended
Mr. Das Deba Prashad	Chairman	03	03
Mrs. Jahanara Mizan Sinha	Member	03	03
Mr. Ehsan Ul Fattah	Member	03	03
*Mr. Kazi Sanaul Hoq	Member	01	01
Mr. Md. Abul Hossain	Member	03	03

* Mr. Kazi Sanaul Hoq was appointed as a member of the Nomination and Remuneration Committee (NRC) on 29 April 2024.

Activities of the NRC during the reporting period:

During the fiscal year 2023-2024, The ACME Laboratories Ltd.'s Nomination and Remuneration Committee (NRC) conducted 03 (three) meetings. In the meeting, the NRC meticulously reviewed the company's nomination and remuneration initiatives and others. The major activities of the NRC during the year were as follows:

- Recommended to re-appoint two Independent Directors of the company for their second tenure in compliance with clause 1(2)(e) of the Corporate Governance Code 2018 of the Bangladesh Securities and Exchange Commission (BSEC).
- Recommended to appoint one new Independent Director of the company in compliance with Clause 1(2)(a) of the Corporate Governance Code of Bangladesh Securities and Exchange Commission (BSEC).
- Recommended the re-appointment of foreign consultant under the R&D Division of the Company for a period of next six month with his existing benefits subject to complying with the other prerequisites of the regulators.
- Practicing the criteria for determining qualifications, positive attributes and independence of the Directors;

- Formulate the criteria for evaluation of the performance of Independent Directors as per TOR;
- Discussion and recommendation on recent inflation in Bangladesh and its impact on the salary, wages and Other benefits of the employee of the Company.

This Nomination and Remuneration Committee Report has made in compliance with condition #6 of the Corporate Governance Code issued by the Bangladesh Securities and Exchange Commission (BSEC).



Das Deba Prashad

Chairman,
Nomination and Remuneration Committee
Date: 27 October 2024



World Class Indoor Facilities



Canteen At Plant



47th AGM



The Circular Economy for Today and Tomorrow's Sustainability



The Circular Economy

Introduction

Since the industrial revolution, our economy has been dominated by a linear system of production and consumption that follows a take-make-dispose pattern. In this linear system, earth's resources are extracted, used, and discarded, often leading to waste, environmental degradation, and depletion of natural resources. This traditional model is not sustainable in the long run. Though this linear system of production and consumption has led to impressive

economic growth, it takes a big toll on people and the planet. Global challenges such as climate change, biodiversity loss, and the growing need for waste management demand a radical shift in how we produce and consume goods.

Dialogue regarding the concept of a **Circular Economy** (CE) has been cropped up since the 1970s. The idea and concepts of a circular economy have been studied more fully in academia, business, and government over recent years. In time for the World Economic Forum 2012 in Davos, **the Ellen MacArthur Foundation (EMF) and McKinsey Company published a report that evaluates the potential benefits of the transition to a circular economy: it could create an opportunity of US\$630 billion a year for only a subset of the EU manufacturing sectors [1].** The EMF also pointed out the significant environmental and social benefits derived from a circular economy. **Circular Economy can help to minimize carbon emissions and the consumption of raw materials, open up new market prospects, and, principally, increase the sustainability of consumption [2]. Global implementation of the circular economy can reduce global emissions by 22.8 billion tons, 39% of global emissions in the year 2019[3]. At a government level, a circular economy is viewed as a method of combating global warming, as well as a facilitator of long-term growth [4].**

Because of the growing interest in the business opportunities created by a circular economy, its practical applications to modern economic systems and industrial processes have recently gained momentum among businesses, policymakers and governments. This article aims to shed light on the dynamics of the circular economy and its importance.

What is Circular Economy

There is no universal definition of circular economy available. Different organizations defined circular economy and have engaged with the concept in different ways, each emphasizing distinct aspects, some of those are as follows:

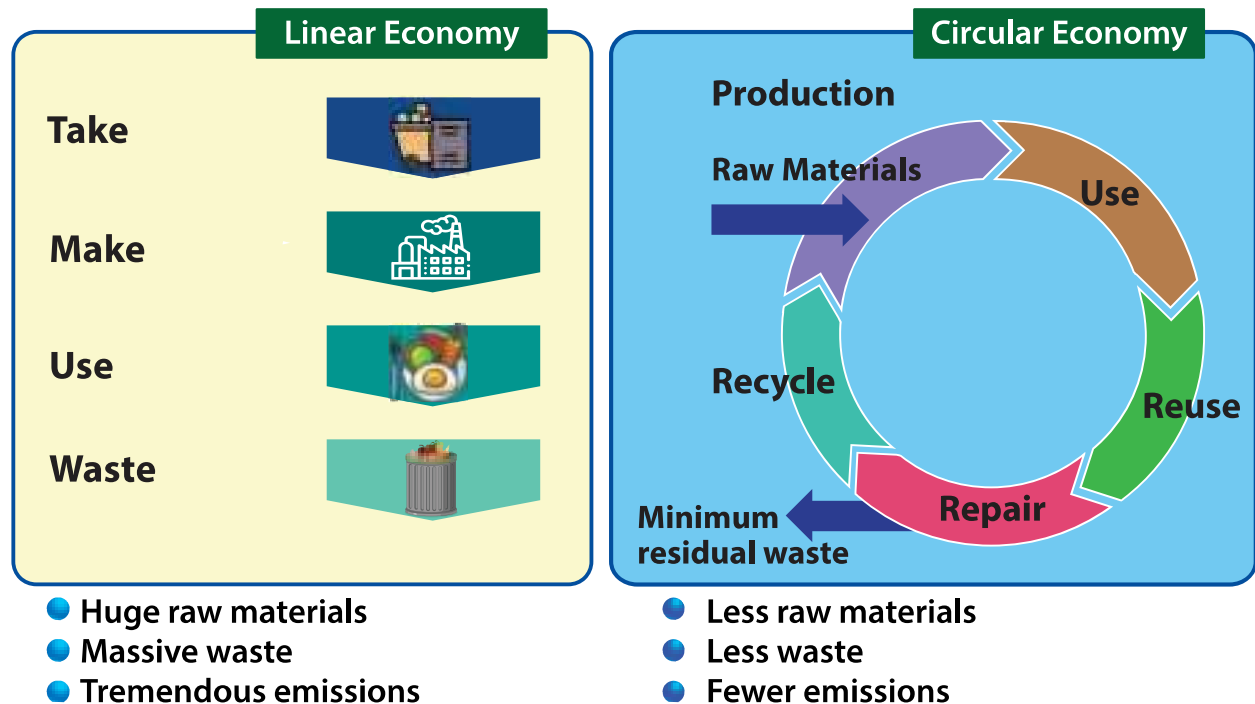
Ellen MacArthur Foundation (2015): “An economy that is restorative and regenerative by design and aims to keep products, components, and materials at their highest utility and value at all times,”

European Commission (2015): “In a Circular Economy, the value of products, materials and resources is maintained in the economy for as long as possible, and the generation of waste is minimized.”

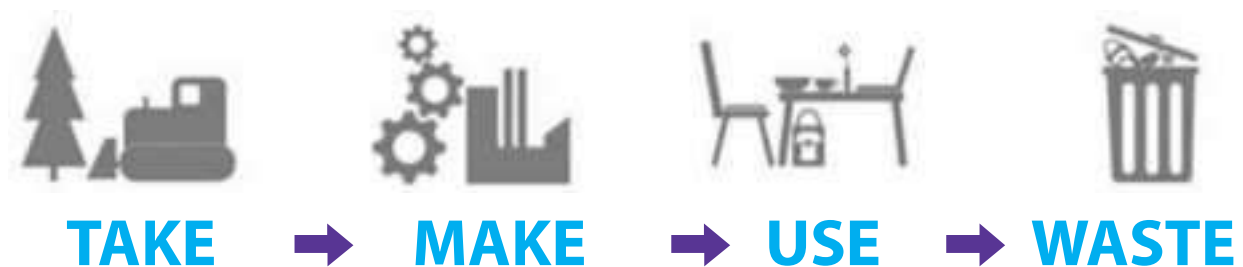
Blomsa & Brennan (2017): “Circular Economy is a general term covering all activities that reduce, reuse, and recycle materials in production, distribution, and consumption processes.”

The United Nations Economic Commission for Europe (2023): “A circular economy can be defined as an economy where- the value of materials in the economy is maximized and maintained for as long as possible; the input of materials and their consumption is minimized; and the generation of waste is prevented, and negative environmental impacts reduced throughout the life-cycle of materials.”

Linear Economy Vs Circular Economy



In a linear economy, natural resources are turned into products that are ultimately destined to become waste because of the way they have been designed and manufactured. The basis for the current linear economy was established during the industrial revolution. The linear system is characterized by a one-way model of production and consumption that follows a take-make-use-dispose pattern.



This model of growth relies on the intensive use of natural resources, and on the fundamental misconception that resources and energy are endlessly available, readily accessible and inexpensive to dispose of. While this system led to impressive growth rates, and brought high living standards to many of us, it came at an enormous cost to people and the planet. **Businesses, in particular, face a set of risks associated with linear business models and modes of production such as, resource risks, environmental risks, regulatory risks and market risks.**

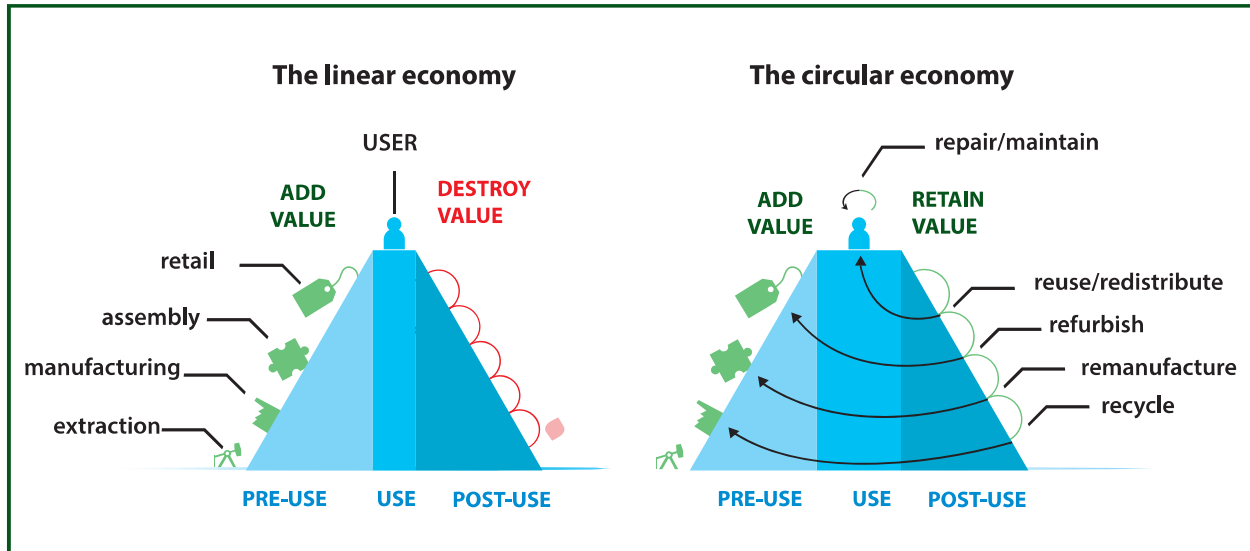
In contrast, **a circular economy aims to transition from a 'take-make-use-dispose' approach to a more restorative and regenerative system. It employs reuse, sharing, repair, refurbishment, remanufacturing and recycling to create a closed-loop system, reducing the use of resource inputs and the creation of waste, pollution, and carbon emissions.** The circular economy aims to keep products, materials, equipment, and infrastructure in use for longer, thus improving the productivity of these resources. CE redefines the relationship between people, products, and services, emphasizing services over ownership and sufficiency in consumption. New business models propose leasing, renting, and sharing products, while companies retain ownership and recover materials after use.

Circular economy strategies can be applied at various scales, from individual products and services to entire industries and cities. In a circular economy, waste from one industry becomes an input for another, creating a network of resource exchange and reducing waste, pollution, and resource consumption.

Value Creation in Linear and Circular Business Models

Value creation in a linear business model can be depicted by a Value Hill. Value is created by extracting resources from the earth, refining them for manufacturing and assembling them into products. Value is also added through the convenience or ease provided in distribution and delivery. After the consumer uses the product, however, its value goes downhill.

Linear business models are generally sales-oriented and value capture is often in terms of revenues that come from selling as many products as possible. This creates an incentive for producers to design products that have a relatively short lifespan in order to continuously sell new products. The old products end up in landfills or are incinerated, quickly destroying the value that was created in the manufacturing process.



The value Hill (Source: Achterberg, Hinfelaar & Bocken, 2016)

On the other hand, sustainable business models highlight the need for a broader understanding of value, including the benefits and costs to the broader society beyond the firm and its customers, taking into account economic, environmental, and social considerations. **There are four ways to create value in circular business model beyond traditional financial value:**

Sourcing value denotes traditional direct financial gains that can be reaped by circular businesses either through reducing costs, limiting risks, or through expanding into new markets.

Environmental value is created when circular business reduces their environmental footprint, consume less resource and produce more sustainable products;

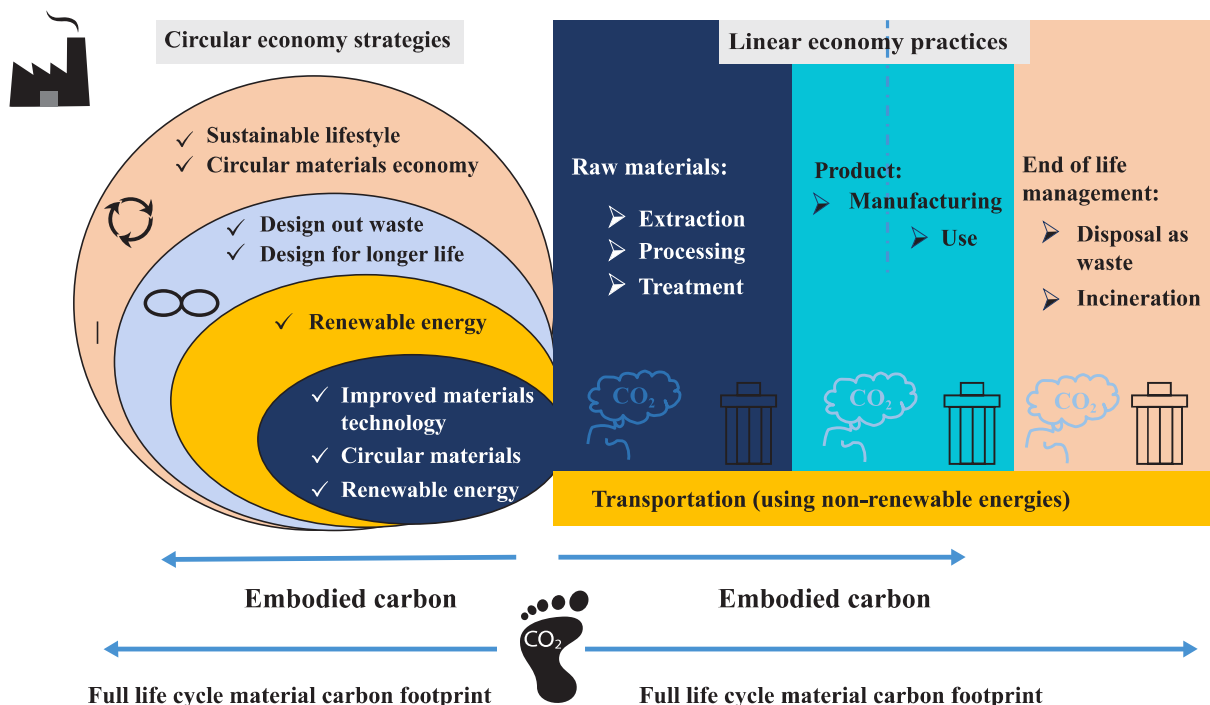


Circular economy

Aimed to benefit manufactured and financial capital; human and social capital; and natural capital

Linear economy

Aimed to benefit manufactured and financial capital



Environmental footprint of Linear and Circular Economy

Customer value refers to value that emerges from increased customer satisfaction and customer loyalty linked to new circular models with larger service components and sustainable and safe products.

Informational value is gained when circular business models acquire valuable insights through take-back schemes, reverse cycles, continued customer interaction, and embedded technologies. In particular, businesses learn more about how customers use products, the life cycle of products, and supply chain processes, which feed back into product and process design.

A circular business creates positive value across the value chain, which incorporates the entire sequence of activities or parties that provide or receive value in the form of products or services (e.g., suppliers, outsource workers, contractors, investors, R&D, customers, consumers, members, etc.). Creating value in a circular business is thus a collaborative and holistic effort that goes beyond an individual company.

Circular Economy is Imperative for Businesses

In today's world of resource constraints, rapid population growth, and increasingly destabilized ecosystems, the linear system is no longer fit for purpose. Business as usual is not able to address the fundamental systemic issues. Incremental changes that aim for more efficiency in the use of resources and energy cannot alter the finite stock of resources and will only delay the inevitable.

Instead, to contribute to achieve sustainable development, a transformation is urgently needed. A paradigm shift and a new mindset, a vision for an economy that fulfills the needs of everyone within the limits of the planet, as well as the appropriate policies to achieve that vision are needed. Achieving the shift to a circular system depends on circular enterprises. In fact, the shift to a circular economy would not materialize without the support of business. Realizing the circular economy requires a focus on circular products, processes, and modes of production as well as the business structures that support them. Businesses may respond to risks and challenges posed by the linear system.

Opportunities for Businesses

Beyond being a means to address risks posed by the linear system, circularity also offers significant opportunities for businesses. Five key drivers that help businesses to respond to risks and challenges posed by the linear system, build resilient supply chains, and reap market advantages are:

1. Access new and emerging markets
2. Increase profitability along the value chain
3. Stay ahead of standards and regulations
4. Attract investment
5. Increase productivity and technical capacity

Three main components are essential to making a business circular, such as:

- **circular business models**
- **circular product design**
- **circular processes, supply chains and reverse cycles**

To transform a business from a linear to a circular model, the development and application of a circular business model forms the core foundation. The business model is shaped by a business strategy that incorporates sustainability and circularity throughout all business operations in close collaboration with partners across the value chain.

This calls for creative approaches to processes, services, and products in addition to an organizational structure and market strategy.

Benefits of the Circular Economy

Benefits of the circular economy are manifold that include benefits for citizens, economy, private sector and the environment.

Benefits for Citizens

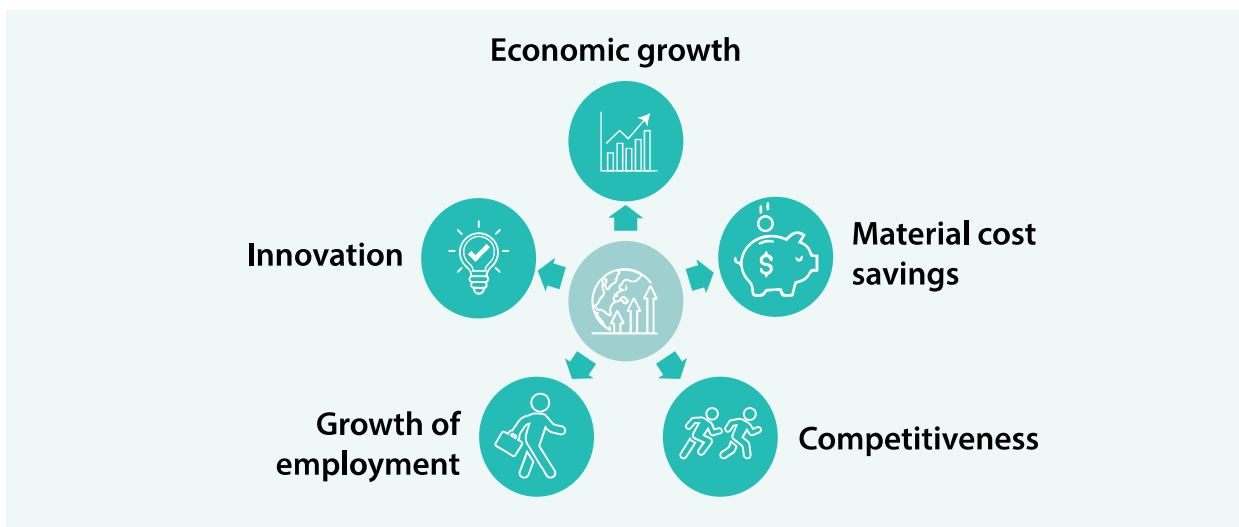


A circular economy, focusing on labor-intensive maintenance and repair activities, fosters local jobs and promotes inclusive, resource-intensive economies.

Circular production systems reduce toxic substances, emissions, and pollution, improving health outcomes. They reduce antimicrobial resistance, air and water contamination, and contribute to a healthier environment.

CE products offer longer lifespans, reduced ownership costs, and increased convenience, encouraging companies to innovate and tailor products to customer needs, providing more choice for consumers.

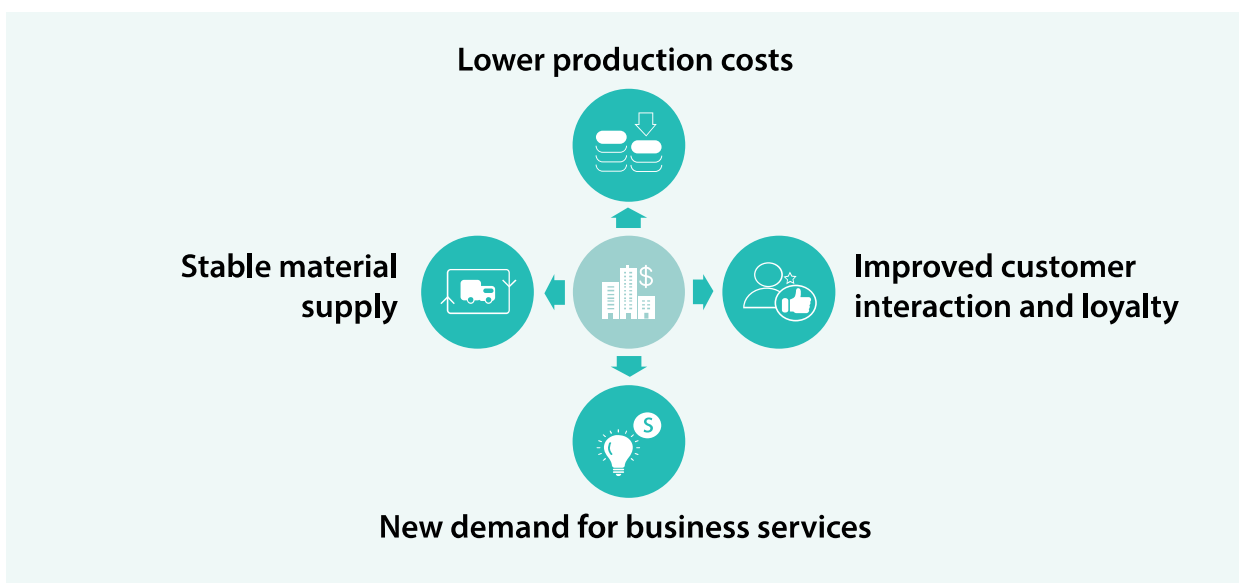
Benefits for the Economy



The global economy can benefit from efficient resource management and productive utilization of inputs, reducing production costs and increasing revenues by decoupling economic growth from raw material consumption. Savings on materials could result in significant financial gains. The World Economic Forum estimates that materials savings potential is in the order of magnitude of over one trillion USD a year.

Countries that embark on a circular pathway acquire a significantly higher competitiveness in a world of growing resource constraints and risks of supply disruptions in primary materials markets. CE would open up enormous possibilities for creative innovation, technological development, more efficiency, and entirely new business activities.

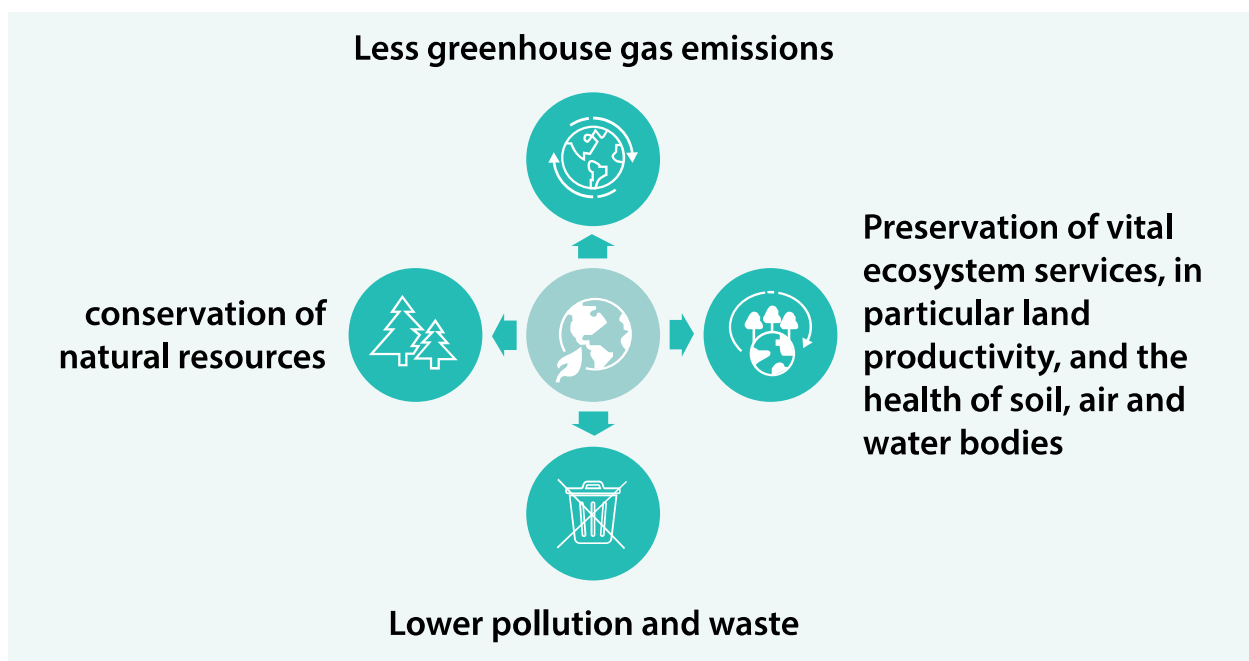
Benefits for the Private Sector



Reducing the need for new materials can significantly decrease companies' materials bill, lower production costs, and potentially widen profit margins. CE business models emphasize the importance of long-term relationships between businesses and customers, with activities like repair and maintenance serving as multiple points of contact.

CE provides entrepreneurs with new market opportunities, generating demand for various business activities like collection, reverse logistics, remanufacturing, repair, product refurbishment, and services. By reducing the dependency on new materials, CE results in a higher security of supply of raw materials and reduced volatility of raw material prices. By decreasing the threat of supply chain disruptions, companies' risk exposure is reduced, leading to more long-term investments and avoiding resource constraints on business growth.

Benefits for the Environment



Climate change and the use of materials are closely linked. **Circle Economy estimates that 62% of global greenhouse gas (GHG) emissions result from extraction, processing and production activities. According to UN Environment, adopting circularity could reduce GHG emissions by as much as 99% in some sectors.**

Circular products and services that do not contain toxic chemicals improve the quality of soil, air, and water bodies, and help to restore ecosystem services. In particular, returning biological nutrients back into the soil helps to enhance the quality of land.

CE eliminates waste by design, reducing landfill growth and environmental impact. **The Ellen MacArthur Foundation (EMF) estimates that primary materials consumption could be reduced by 32% by 2030.**

Circular Strategies that are Unsustainable

Circular Economy strategies can lead to environmental and economic benefits, but unsustainable practices like **“Greenwashing”** and the **“Rebound Effect”** can lead to worse outcomes.

Greenwashing refers to the phenomenon of stimulating greater consumption by creating the impression of acting ‘green’. In other words, greenwashing is the practice of promoting sustainability through misleading claims, often involving companies promoting circularity and traditional recycling without considering the broader social and environmental impacts, such as hazardous working conditions.

Rebound effect refers to the efficiency increases from circularity oftentimes reduces product or service costs, which can in turn ramp up consumption (due to reduced prices) of the same or other products and services, thus partly canceling out the original savings.

Adoption and applications of Circular Economy by different countries

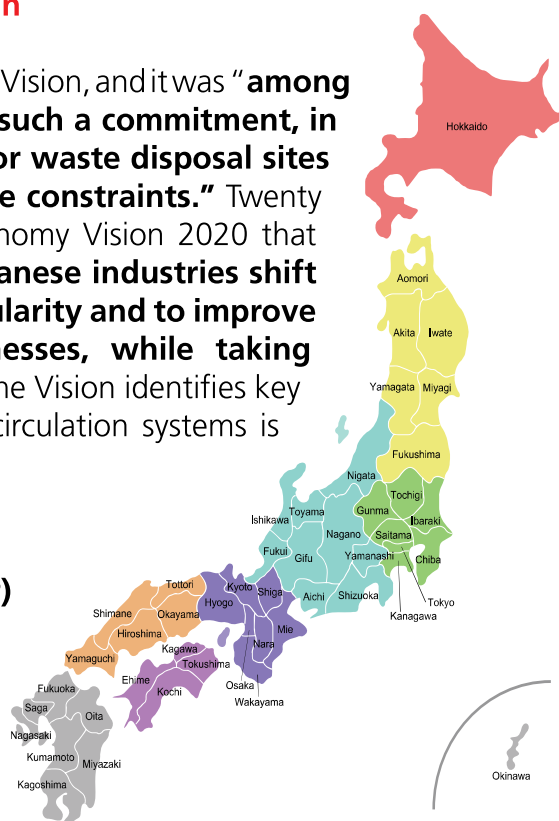
Box-1

Policy framework-country example: Japan

In 1999, Japan approved the Circular Economy Vision, and it was **“among the first countries in the world to make such a commitment, in order to cope with the pressing needs for waste disposal sites and other issues such as natural resource constraints.”** Twenty years later, Japan adopted the Circular Economy Vision 2020 that **“indicates a new direction in letting Japanese industries shift to new business models with higher circularity and to improve the resource efficiency of their businesses, while taking advantage of our industrial structure.”** The Vision identifies key areas where the development of resource circulation systems is urgently needed. These areas are:

- **“Plastics**
- **Textiles**
- **Carbon Fiber Reinforced Polymer (CFRP)**
- **Batteries**
- **Photovoltaic (PV) Pannels.”**

*Circular Economy Vision 2020
(Japan, Ministry of Economy, Trade and Industry 2020)*



Box-2

Resources decoupling-country example: The Netherlands

The goal is for the Dutch economy to reduce the use of resources 50% by 2030 and to be completely circular by 2050. Considering these objectives, the National Programme on Circular Economy (NPCE) 2023-2030, contains four ways to make the Dutch economy circular:

1. Reducing raw material usage: The NPCE aims to increase circular procurement across government, by reducing primary raw materials use, sharing products or making them more efficient. This covers everything from desks and chairs to roads and waterworks.

2. Substituting raw materials: Replacing primary with secondary raw materials and sustainable bio-based raw materials (in high-value applications), or with other, more generally available raw materials with a lower environmental burden.

3. Extending product lifetime: The introduction of a registry of repairers in 2023 aims to increase longevity by promoting longer and more intensive use of products and components, slowing demand for new raw materials.

4. High-grade processing: The National Circular Economy Programme (2023-2030) aims to close the loop by recycling materials, reducing waste and ensuring a higher-grade supply of secondary raw materials.



*National Circular Economy Programme (2023-2030)
(Kingdom of the Netherlands, Ministry of Infrastructure and Water Management 2023)*

Box-3

Agriculture-country example: The Netherlands

The Netherlands, aiming to have a completely circular economy by 2050 [5], intends a shift to circular agriculture [6] as part of this plan. This shift plans on having a “sustainable and strong agriculture” by as early as 2030[7]. Changes in the Dutch laws and regulations will be introduced. Some key points in this plan include:

- Closing the fodder-manure cycle
- Reusing as much waste streams as possible
- Reducing the use of artificial fertilizers in favor of natural manure
- Providing the chance for farms within experimentation areas to deviate from law and regulations
- Implementing uniform methods to measure the soil quality
- Providing the opportunity to agricultural entrepreneurs to sign an agreement with the “State forest management” to have it use the lands they lease “nature-inclusive management”
- Providing initiatives to increase the earnings of farmers



Zaken, Ministerie van Algemene (2017-01-23). "Circulaire economie- Rijksoverheid.nl". www.rijksoverheid.nl (in Dutch). «Kringlooplandbouw». WUR (in Dutch). 2018-09-07. Ministerie van Landbouw, Natuur en Voedselkwaliteit (2019-06-17).

Box-4

Waste generation and management-country example: Australia

"The National Waste Policy: Less waste, more resources (2018) embodies a circular economy, shifting away from 'take, make, use and dispose' to a more circular approach where we maintain the value of resources for as long as possible. The 2018 National Waste Policy provides a framework for collective action by businesses, governments, communities and individuals until 2030. The following five principles underpin waste management, recycling and resource recovery in a circular economy.



1. Avoid waste:

- Prioritize waste avoidance, encourage efficient use, reuse and repair.
- Design products so waste is minimized, they are made to last and we can more easily recover materials.

2. Improve resource recovery:

- Improve material collection systems and processes for recycling.
- Improve the quality of recycled material we produce.

3. Increase use of recycled material and build demand and markets for recycled products.

4. Better manage material flows to benefit human health, the environment and the economy.

5. Improve information to support innovation, guide investment and enable informed consumer decisions"

National Waste Policy: less waste, more resources (Australia, Department of Climate Change, Energy, the Environment and Water 2018)

Box-5

Business investment-country example: The United Arab Emirates

According to the United Arab Emirates (UAE) Circular Economy Policy 2021- 2031, “since circular economy projects apply new technologies and business models, many in the financial sector argue that their projects are inherently risky and often not bankable. Consequently, inadequate access to financing poses a potential barrier to the widespread adoption by the private sector of more circular practices.

The government can play a key role in removing these barriers by collaborating with the finance industry to identify specific barriers and potential solutions and also through public private partnership arrangements. Moreover, the government could also directly provide financing, for example at early stage development of new technologies, where the financial sector may be unwilling this could be through new or existing funds.

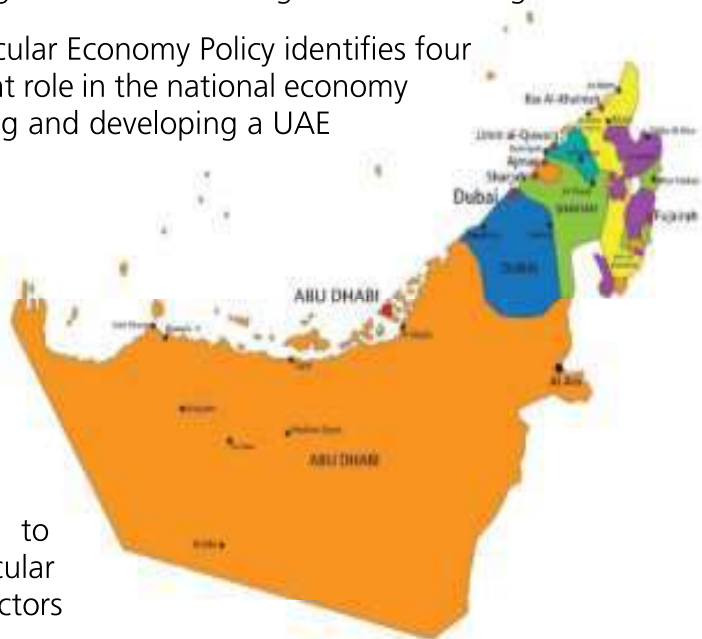
The United Arab Emirates (UAE) Circular Economy Policy identifies four priority sectors based on their current role in the national economy and on their potential for stimulating and developing a UAE circular economy.

These are:

- Sustainable Manufacturing
- Green Infrastructure
- Sustainable Transportation
- Sustainable food production and consumption

The economic incentives related to promote business investment on circular economy activities for the four sectors include, among other:

- Assess the potential for incentivizing (through rewards/penalties) circular economy practices in the manufacturing sector and for adopting pollution prevention technologies.
- Develop financial instruments, programs, and investment schemes that strengthen the links between financial institutions and food producers and manufacturers to implement circular economy principles.
- Analyze how financial incentives or penalties could be used to encourage the uptake of new technologies and methodologies that will increase resource efficiency.”



*United Arab Emirates Circular Economy Policy 2021-2031
(Government of United Arab Emirates 2021)*

Conclusion

As the global demand for resources continues to rise and environmental challenges become more urgent, a shift toward sustainable business practices is not just necessary—it is inevitable. Transitioning to the Circular Economy is key to sustainability. Currently prevailing traditional production models are based on linear resource consumption and has resulted in damages to ecosystems and unsustainable. Accelerating the shift towards circular economy is therefore important, as it promotes keeping the resources in the economy as much as possible and advocates for creative thinking in developing technologies and processes to extend lifecycles.

Despite the challenges and complex process of developing a circular economy, it can offer many opportunities, that can result in benefits at economic, social and environmental levels. By embracing circular principles, businesses can unlock new value, reduce costs, and align with the growing demand for sustainable products. Governments can create policies that incentivize circularity, and citizens can drive demand for more sustainable goods and services. However, the path to a circular economy requires collaboration and a shared commitment to sustainability. There are different policy strategies that can be applied by government to promote a circular economy model. Implementation of such strategies requires a lengthy process and no universal solution is available. The customized practices should be adapted by each country considering its own economic, political, environmental, cultural and social characteristics.

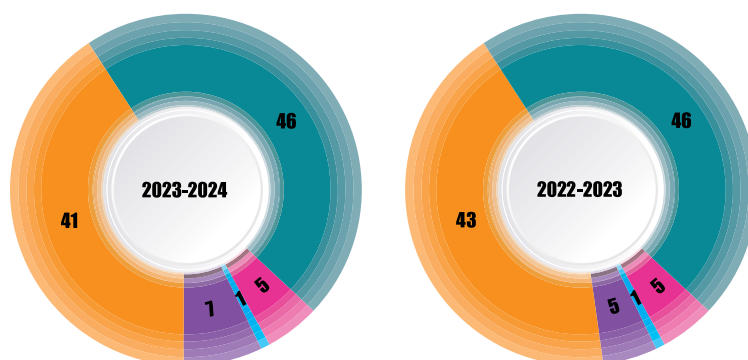
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Value Added Statement

		(BDT in Thousand)	
		2023-2024	2022-2023
		Amount	%
	Gross turnover & Other income	36,668,175	63.2%
	Less: Brought in material & Services	21,321,004	36.8%
Total value added		15,347,171	100%
Application:			
	Duties and Taxes to Govt. Exchequer	6,305,916	41%
	Salaries and Benefits	7,083,477	46%
	Dividend	740,606	5%
	Workers Profit Participation Fund	151,409	1%
	Retained earnings	1,065,763	7%
		15,347,171	100%

-  Duties and Taxes to Govt. Exchequer
-  Salaries and Benefits
-  Dividend
-  Workers Profit Participation Fund
-  Retained earnings





The ACME Laboratories Ltd.

MANUFACTURERS OF ETHICAL DRUGS & MEDICINES

ISO 9001: 2015 Certified Company

Annexure-A
[As per condition No. 1(5) (xxvi)]

14 October 2024

The Board of Directors

The ACME Laboratories Ltd.
1/4, Kallyanpur, Mirpur Road
Dhaka-1207, Bangladesh

Subject: **Declaration on Financial Statements for the year ended on 30 June 2024**

Dear Sirs,

Pursuant to the condition No. 1(5)(xxvi) imposed vide the Commission's Notification No. BSEC/CMRRCD/2006-158/207/Admin/80; Dated: 3 June 2018 under section 2CC of the Securities and Exchange Ordinance, 1969, we do hereby declare that:

- (1) The Financial Statements of **The ACME Laboratories Ltd.** for the year ended on 30 June 2024 have been prepared in compliance with International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in the Bangladesh and any departure there from has been adequately disclosed;
- (2) The estimates and judgements related to the financial statements were made on a prudent and reasonable basis, in order for the financial statements to reveal a true and fair view;
- (3) The form and substance of transactions and the Company's state of affairs have been reasonably and fairly presented in its financial statements;
- (4) To ensure above, the Company has taken proper and adequate care in installing a system of internal control and maintenance of accounting records;
- (5) Our internal auditors have conducted periodic audits to provide reasonable assurance that the established policies and procedures of the Company were consistently followed; and
- (6) The management's use of the going concern basis of accounting in preparing the financial statements is appropriate and there exists no material uncertainty related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern.

Corporate Office:
Court de la ACME

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E-mail : plant@acmeglobal.com



ACME



The ACME Laboratories Ltd.
MANUFACTURERS OF ETHICAL DRUGS & MEDICINES

ISO 9001: 2015 Certified Company

In this regard, we also certify that: -

- (i) We have reviewed the financial statements for the year ended on 30 June 2024 and that to the best of our knowledge and belief:
 - (a) These statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
 - (b) These statements collectively present true and fair view of the Company's affairs and comply with existing accounting standards and applicable laws.
- (ii) There are, to the best of knowledge and belief, no transactions entered into by the Company during the year, which are fraudulent, illegal, or in violation of the code of conduct for the company's Board of Directors or its members.

Sincerely yours,

Kazi Mohammed Badruddin FCMA, FCA
Executive Director and CFO

Mizanur Rahman Sinha
Managing Director

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এম, জেড, ইসলাম এন্ড কোং
M. Z. ISLAM & CO.
Chartered Accountants



An International Affiliated Member Firm Of
MGM Accountants Pty Ltd. Australia.

Annexure-B

[Certificate as per condition No. 1(5) (xxvii)]

Report to the shareholders of The ACME Laboratories Limited on Compliance on the Corporate Governance Code

We have examined the compliance status to the Corporate Governance Code by The ACME Laboratories Limited for the year ended on 30 June 2024. This Code relates to the Notification No. BSEC/CMRRCD/2006-158/ 207/ Admin/80; dated: 3 June 2018 of the Bangladesh Securities and Exchange Commission.

Such compliance with the Corporate Governance Code is the responsibility of the Company. Our examination was limited to the procedures and implementation thereof as adopted by the Management in ensuring compliance to the conditions of the Corporate Governance Code.

This is a security and verification and an independent audit on compliance of the condition of the Corporate Governance Code as well as the provisions of relevant Bangladesh Secretarial Standards (BSS) as adopted by Institute of Chartered Secretariats of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this Corporate Governance Code.

We state that we have obtained all the information and explanations, which we have required and after due security and verification thereof, we report that in our opinion:

- The Company has complied with the conditions of the Corporate Governance Code as stipulated in the above-mentioned Corporate Governance Code issued by the Commission;
- The Company has complied with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) as required by this Code;
- Proper books and records have been kept by the Company as required under the Companies Act, 1994, the securities laws and other relevant laws; and
- The governance of the company is highly satisfactory.

Dated : Dhaka
October 26, 2024




Mohammad Fakhruddin Alam Patwary FCA
Enrolment no. 1249
Managing Partner
M. Z Islam & Co.
Chartered Accountant

w.w.w.mzislam.com.bd

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[As per condition No.1 (5) (xxvii)]

Status of compliance with the conditions imposed by the Commission's Notification No. BSEC/CMRRCD/2006-158/207/ Admin/80; dated: 3 June 2018 issued under section 2CC of the Securities and Exchange Ordinance, 1969:

(Report under Condition No. 9)

Condition No.	Title	Compliance Status (Put ☒ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1.	BOARD OF DIRECTORS:			
	Size of the Board of Directors:			
1(1)	The total number of members of a company's Board of Directors (hereinafter referred to as "Board") shall not be less than 5 (five) and more than 20 (twenty).	√		
1(2)	Independent Directors:			
1(2)(a)	At least 2(two) directors or one-fifth (1/5) of the total number of directors in the company's Board, whichever is higher, shall be independent directors: Provided that the Board shall appoint at least 1(one) female independent director in the Board of Directors of the company;	√		There are 3 (Three) Male Independent Directors (ID) in the Board & the appointment of a Female Independent Director (ID) will be complied in due time.
1(2)(b)	Independent Director means a Director:			
1(2)(b)(i)	who either does not hold any share in the company or holds less than one percent (1%) shares of the total paid-up shares of the company;	√		
1(2)(b)(ii)	who is not a sponsor of the company or is not connected with the company's any sponsor or director or nominated director or shareholder of the company or any of its associates, sister concerns, subsidiaries and parents or holding entities who holds one percent (1%) or more shares of the total paid-up shares of the company on the basis of family relationship and his or her family members also shall not hold above mentioned shares in the company:	√		
1(2)(b)(iii)	who has not been an executive of the company in immediately preceding 2 (two) financial years;	√		
1(2)(b)(iv)	who does not have any other relationship, whether pecuniary or otherwise, with the company or its subsidiary or associated companies;	√		
1(2)(b)(v)	who is not a member or TREC (Trading Right Entitlement Certificate) holder, director or officer of any stock exchange;	√		
1(2)(b)(vi)	who is not a shareholder, director excepting independent director or officer of any member or TREC holder of stock exchange or an intermediary of the capital market;	√		

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1(2)(b)(vii)	who is not a partner or an executive or was not a partner or an executive during the preceding 3 (three) years of the concerned company's statutory audit firm or audit firm engaged in internal audit services or audit firm conducting special audit or professional certifying compliance of this Code;	√		
1(2)(b)(viii)	who is not independent director in more than 5 (five) listed companies;	√		
1(2)(b)(ix)	who has not been reported as a defaulter in the latest Credit Information Bureau (CIB) report of Bangladesh Bank for nonpayment of any loan or advance or obligation to a bank or a financial institution; and	√		
1(2)(b)(x)	who has not been convicted for a criminal offence involving moral turpitude;	√		
1(2)(c)	The independent director(s) shall be appointed by the Board and approved by the shareholders in the Annual General Meeting (AGM): Provided that the Board shall appoint the independent director, subject to prior consent of the Commission, after due consideration of recommendation of the Nomination and Remuneration Committee (NRC) of the company;	√		
1(2)(d)	The post of independent director(s) cannot remain vacant for more than 90 (ninety) days; and.	√		
1(2)(e)	The tenure of office of an independent director shall be for a period of 3 (three) years, which may be extended for 1 (one) tenure only:	√		
1(3)	Qualification of Independent Director:			
1(3)(a)	Independent director shall be a knowledgeable individual with integrity who is able to ensure compliance with financial laws, regulatory requirements and corporate laws and can make meaningful contribution to the business;	√		
1(3)(b)	Independent Director shall have following qualifications:			
1(3)(b)(i)	Business Leader who is or was a promoter or director of an unlisted company having minimum paid-up capital of Tk. 100.00 million or any listed company or a member of any national or international chamber of commerce or registered business association; or			N/A
1(3)(b)(ii)	Corporate Leader who is or was a top-level executive not lower than Chief Executive Officer or Managing Director or Deputy Managing Director or Chief Financial Officer or Head of Finance or Accounts or Company Secretary or Head of Internal Audit and Compliance or Head of Legal Service or a candidate with equivalent position of an unlisted company having minimum paid-up capital of Tk. 100.00 million or of a listed company; or	√		

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1(3)(b)(iii)	Former or existing official of government or statutory or autonomous or regulatory body in the position not below 5th Grade of the national pay scale, who has at least educational background of bachelor degree in economics or commerce or business or Law: Provided that in case of appointment of existing official as independent director, it requires clearance from the organization where he or she is in service; or	√		
1(3)(b)(iv)	University Teacher who has educational background in Economics or Commerce or Business Studies or Law; or			N/A
1(3)(b)(v)	Professional who is or was an advocate practicing at least in the High Court Division of Bangladesh Supreme Court or a Chartered Accountant or Cost and Management Accountant or Chartered Financial Analyst or Chartered Certified Accountant or Certified Public Accountant or Chartered Management Accountant or Chartered Secretary or equivalent qualification;	√		
1(3)(c)	The independent director shall have at least 10 (ten) years of experiences in any field mentioned in clause (b);	√		
1(3)(d)	In special cases, the above qualifications or experiences may be relaxed subject to prior approval of the Commission.			N/A
1(4)	Duality of Chairperson of the Board of Directors and Managing Director or Chief Executive Officer:-			
1(4)(a)	The Positions of the Chairperson of the Board and the Managing Director (MD) and/or Chief Executive Officer (CEO) of the company shall be filled by different individuals;	√		
1(4)(b)	The Managing Director (MD) and/or Chief Executive Officer (CEO) of a listed company shall not hold the same position in another listed company;	√		
1(4)(c)	The Chairperson of the Board shall be elected from among the non-executive directors of the company;	√		
1(4)(d)	The Board shall clearly define respective roles and responsibilities of the Chairperson and the Managing Director and/or Chief Executive Officer;	√		
1(4)(e)	In the absence of the Chairperson of the Board, the remaining members may elect one of themselves from non-executive directors as Chairperson for that particular Board's meeting; the reason of absence of the regular Chairperson shall be duly recorded in the minutes.			N/A
1(5)	The Directors' Report to Shareholders			
1(5)(i)	An industry outlook and possible future developments in the industry;	√		
1(5)(ii)	The segment-wise or product-wise performance;	√		The Company operates in a single product segment

Condition No.	Title	Compliance Status (Put ✓ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1(5)(iii)	Risks and concerns including internal and external risk factors, threat to sustainability and negative impact on environment, if any;	✓		
1(5)(iv)	A discussion on Cost of Goods sold, Gross Profit Margin and Net Profit Margin, where applicable;	✓		
1(5)(v)	A discussion on continuity of any extraordinary activities and their implications (gain or loss);	✓		
1(5)(vi)	A detailed discussion on related party transactions along with a statement showing amount, nature of related party, nature of transactions and basis of transactions of all related party transactions;	✓		
1(5)(vii)	A statement of utilization of proceeds raised through public issues, rights issues and/or any other instruments;	✓		
1(5)(viii)	An explanation if the financial results deteriorate after the company goes for Initial Public Offering (IPO), Repeat Public Offering (RPO), Rights Share Offer, Direct Listing, etc.;			N/A
1(5)(ix)	An explanation on any significant variance that occurs between Quarterly Financial performances and Annual Financial Statements;			N/A
1(5)(x)	A statement of remuneration paid to the directors including independent directors;	✓		
1(5)(xi)	A statement that the financial statements prepared by the management of the issuer company present fairly its state of affairs, the result of its operations, cash flows and changes in equity;	✓		
1(5)(xii)	A statement that proper books of account of the issuer company have been maintained;	✓		
1(5)(xiii)	A statement that appropriate accounting policies have been consistently applied in preparation of the financial statements and that the accounting estimates are based on reasonable and prudent judgment;	✓		
1(5)(xiv)	A statement that International Accounting Standards (IAS) or International Financial Reporting Standards (IFRS), as applicable in Bangladesh, have been followed in preparation of the financial statements and any departure there from has been adequately disclosed;	✓		
1(5)(xv)	A statement that the system of internal control is sound in design and has been effectively implemented and monitored;	✓		
1(5)(xvi)	A statement that minority shareholders have been protected from abusive actions by, or in the interest of, controlling shareholders acting either directly or indirectly and have effective means of redress;	✓		
1(5)(xvii)	A statement that there is no significant doubt upon the issuer company's ability to continue as a going concern, if the issuer company is not considered to be a going concern, the fact along with reasons there of shall be disclosed;	✓		



Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1(5)(xviii)	An explanation that significant deviations from the last year's operating results of the issuer company shall be highlighted and the reasons thereof shall be explained;	√		
1(5)(xix)	A statement where key operating and financial data of at least preceding 5 (five) years shall be summarized;	√		
1(5)(xx)	An explanation on the reasons if the issuer company has not declared dividend (cash or stock) for the year;			N/A
1(5)(xxi)	Board's statement to the effect that no bonus share or stock dividend has been or shall be declared as interim dividend;	√		
1(5)(xxii)	The total number of Board meetings held during the year and attendance by each director;	√		
1(5)(xxiii)	A report on the pattern of shareholding disclosing the aggregate number of shares (along with name-wise details where stated below) held by:-			
1(5)(xxiii)(a)	Parent or Subsidiary or Associated Companies and other related parties (name-wise details);	√		
1(5)(xxiii)(b)	Directors, Chief Executive Officer, Company Secretary, Chief Financial Officer, Head of Internal Audit and Compliance and their spouses and minor children (name-wise details);	√		
1(5)(xxiii)(c)	Executives; and	√		
1(5)(xxiii)(d)	Shareholders holding ten percent (10%) or more voting interest in the company (name-wise details);			N/A
1(5)(xxiv)	In case of the appointment or reappointment of a director, a disclosure on the following information to the shareholders:-			
1(5)(xxiv)(a)	A brief resume of the director;	√		
1(5)(xxiv)(b)	Nature of his or her expertise in specific functional areas; and	√		
1(5)(xxiv)(c)	Names of companies in which the person also holds the directorship and the membership of committees of the Board;	√		
1(5)(xxv)	A Management's Discussion and Analysis signed by CEO or MD presenting detailed analysis of the Company's position and operations along with a brief discussion of changes in the financial statements, among others, focusing on:			
1(5)(xxv)(a)	accounting policies and estimation for preparation of financial statements;	√		
1(5)(xxv)(b)	changes in accounting policies and estimation, if any, clearly describing the effect on financial performance or results and financial position as well as cash flows in absolute figure for such changes;	√		
1(5)(xxv)(c)	comparative analysis (including effects of inflation) of financial performance or results and financial position as well as cash flows for current financial year with immediate preceding five years explaining reasons thereof;	√		
1(5)(xxv)(d)	compare such financial performance or results and financial position as well as cash flows with the peer industry scenario;	√		

Condition No.	Title	Compliance Status (Put ✓ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
1(5)(xxv)(e)	briefly explain the financial and economic scenario of the country and the globe;	✓		
1(5)(xxv)(f)	risks and concerns issues related to the financial statements, explaining such risk and concerns mitigation plan of the company; and	✓		
1(5)(xxv)(g)	future plan or projection or forecast for company's operation, performance and financial position, with justification thereof, i.e., actual position shall be explained to the shareholders in the next AGM;	✓		
1(5)(xxvi)	Declaration or certification by the CEO and the CFO to the Board as required under condition No. 3(3) shall be disclosed as per Annexure-A;	✓		
1(5)(xxvii)	The report as well as certificate regarding compliance of conditions of this Code as required under condition No. 9 shall be disclosed as per Annexure-B and Annexure-C.	✓		
1(5)(xxviii)	The Directors' report to the shareholders does not require to include the business strategy or technical specification related to products or services, which have business confidentiality.	✓		
1(6)	Meetings of the Board of Directors: The company shall conduct its Board meetings and record the minutes of the meetings as well as keep required books and records in line with the provisions of the relevant Bangladesh Secretarial Standards (BSS) as adopted by the Institute of Chartered Secretaries of Bangladesh (ICSB) in so far as those standards are not inconsistent with any condition of this Code.	✓		
1(7)	Code of Conduct for the Chairperson, other Board members and Chief Executive Officer			
1(7)(a)	The Board shall lay down a code of conduct, based on the recommendation of the Nomination and Remuneration Committee (NRC) at condition No. 6, for the Chairperson of the Board, other board members and Chief Executive Officer of the Company;	✓		
1(7)(b)	The code of conduct as determined by the NRC shall be posted on the website of the Company including, among others, prudent conduct and behavior; confidentiality, conflict of interest; compliance with laws, rules and regulations; prohibition of insider trading; relationship with environment, employees, customers and suppliers; and independency.	✓		
2.	GOVERNANCE OF BOARD OF DIRECTORS OF SUBSIDIARY COMPANY:-			
2(a)	Provisions relating to the composition of the Board of the holding Company shall be made applicable to the composition of the Board of the subsidiary Company;			N/A
2(b)	At least 1 (one) Independent Director on the Board of the holding Company shall be a Director on the Board of the Subsidiary Company;			N/A

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
2(c)	The minutes of the Board Meeting of the Subsidiary Company shall be placed for review at the following Board meeting of the Holding Company;			N/A
2(d)	The minutes of the respective Board meeting of the holding Company shall state that they have reviewed the affairs of the Subsidiary Company also;			N/A
2(e)	The Audit Committee of the Holding Company shall also review the Financial Statements in particular the investments made by the Subsidiary Company.			N/A
3.	MANAGING DIRECTOR (MD) OR CHIEF EXECUTIVE OFFICER (CEO), CHIEF FINANCIAL OFFICER (CFO), HEAD OF INTERNAL AUDIT AND COMPLIANCE (HIAC) AND COMPANY SECRETARY (CS):-			
3(1)	Appointment			
3(1)(a)	Board shall appoint a Managing Director (MD) or Chief Executive Officer (CEO), a Company Secretary (CS), a Chief Financial Officer (CFO) and a Head of Internal Audit and Compliance (HIAC);	√		
3(1)(b)	The positions of the Managing Director (MD) or Chief Executive Officer (CEO), Company Secretary (CS), Chief Financial Officer (CFO) and Head of Internal Audit and Compliance (HIAC) shall be filed by different individuals;	√		
3(1)(c)	The MD or CEO, CS, CFO and HIAC of a listed company shall not hold any executive position in any other company at the same time: Provided that CFO or CS of any listed company may be appointed for the same position in any other listed or non-listed company under the same group for reduction of cost or for technical expertise, with prior approval of the Commission: Provided further that the remuneration and perquisites of the said CFO or CS shall be shared by appointing companies proportionately;	√		
3(1)(d)	The Board shall clearly define respective roles, responsibilities and duties of the CFO, the HIAC and the CS;	√		
3(1)(e)	The MD or CEO, CS, CFO and HIAC shall not be removed from their position without approval of the Board as well as immediate dissemination to the Commission and stock exchange(s).	√		
3(2)	Requirement to attend Board of Directors Meetings The MD or CEO, CS, CFO and HIAC of the company shall attend the meetings of the Board: Provided that the CS, CFO and/or the HIAC shall not attend such part of a meeting of the Board which involves consideration of an agenda item relating to their personal matters.	√		
3(3)	Duties of Managing Director (MD) or Chief Executive Officer (CEO) and Chief Financial Officer (CFO):			
3(3)(a)	The MD or CEO and CFO shall certify to the Board that they have reviewed Financial Statements for the year and that to the best of their knowledge and belief:			

Condition No.	Title	Compliance Status (Put ✓ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
3(3)(a)(i)	these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading; and	✓		
3(3)(a)(ii)	these statements together present a true and fair view of the company's affairs and are in compliance with existing accounting standards and applicable laws;	✓		
3(3)(b)	The MD or CEO and CFO shall also certify that there are, to the best of knowledge and belief, no transactions entered into by the company during the year which are fraudulent, illegal or in violation of the code of conduct for the company's Board or its members;	✓		
3(3)(c)	The certification of the MD or CEO and CFO shall be disclosed in the Annual Report.	✓		
4.	Board of Directors' Committee:			
4(i)	Audit Committee; and	✓		
4(ii)	Nomination and Remuneration Committee	✓		
5.	AUDIT COMMITTEE:-			
5(1)	Responsibility to the Board of Directors.			
5(1)(a)	The Company shall have an Audit Committee as a sub-committee of the Board;	✓		
5(1)(b)	The Audit Committee shall assist the Board in ensuring that the financial statements reflect true and fair view of the state of affairs of the Company and in ensuring a good monitoring system within the business;	✓		
5(1)(c)	The Audit Committee shall be responsible to the Board; the duties of the Audit Committee shall be clearly set forth in writing.	✓		
5(2)	Constitution of the Audit Committee:			
5(2)(a)	The Audit Committee shall be composed of at least 3 (three) members;	✓		
5(2)(b)	The Board shall appoint members of the Audit Committee who shall be non-executive directors of the Company excepting Chairperson of the Board and shall include at least 1 (one) Independent Director;	✓		
5(2)(c)	All members of the Audit Committee should be "financially literate" and at least 1 (one) member shall have accounting or related financial management background and 10 (ten) years of such experience;	✓		



Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
5(2)(d)	When the term of service of any Committee member expires or there is any circumstance causing any Committee member to be unable to hold office before expiration of the term of service, thus making the number of the Committee members to be lower than the prescribed number of 3 (three) persons, the Board shall appoint the new Committee member to fill up the vacancy immediately or not later than 60 (sixty) days from the date of vacancy in the Committee to ensure continuity of the performance of work of the Audit Committee;			N/A
5(2)(e)	The Company Secretary shall act as the Secretary of the Committee;	√		
5(2)(f)	The quorum of the Audit Committee meeting shall not constitute without at least 1 (One) Independent Director.	√		
5(3)	Chairperson of the Audit Committee:			
5(3)(a)	The Board shall select 1 (one) member of the Audit Committee to be Chairperson of the Audit Committee, who shall be an Independent Director;	√		
5(3)(b)	In the absence of the Chairperson of the Audit Committee, the remaining members may elect one of themselves as Chairperson for that particular meeting, in that case there shall be no problem of constituting a quorum as required under condition No. 5(4)(b) and the reason of absence of the regular Chairperson shall be duly recorded in the minutes.			N/A
5(3)(c)	Chairperson of the Audit Committee shall remain present in the Annual General Meeting (AGM):	√		
5(4)	Meeting of the Audit Committee:			
5(4)(a)	The Audit Committee shall conduct at least its four meetings in a financial year;	√		
5(4)(b)	The quorum of the meeting of the Audit Committee shall be constituted in presence of either two members or two third of the members of the Audit Committee, whichever is higher, where presence of an Independent Director is a must.	√		
5(5)	Role of Audit Committee			
5(5)(a)	Oversee the financial reporting process;	√		
5(5)(b)	Monitor choice of accounting policies and principles;	√		
5(5)(c)	Monitor Internal Audit and Compliance process to ensure that it is adequately resourced, including approval of the Internal Audit and Compliance Plan and review of the Internal Audit and Compliance Report;	√		
5(5)(d)	Oversee hiring and performance of external auditors;	√		

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
5(5)(e)	Hold meeting with the external or statutory auditors for review of the Annual Financial Statements before submission to the Board for approval or adoption;	√		
5(5)(f)	Review along with the management, the Annual Financial Statements before submission to the Board for approval;	√		
5(5)(g)	Review along with the management, the quarterly and half yearly Financial Statements before submission to the Board for approval;	√		
5(5)(h)	Review the adequacy of internal audit function;	√		
5(5)(i)	Review the Management's Discussion and Analysis before disclosing in the Annual Report;	√		
5(5)(j)	Review statement of all related party transactions submitted by the management;	√		
5(5)(k)	Review Management Letters or Letter of Internal Control weakness issued by statutory auditors;	√		
5(5)(l)	Oversee the determination of audit fees based on scope and magnitude, level of expertise deployed and time required for effective audit and evaluate the performance of external auditors;	√		
5(5)(m)	Oversee whether the proceeds raised through Initial Public Offering (IPO) or Repeat Public Offering (RPO) or Rights Share Offer have been utilized as per the purposes stated in relevant offer document or prospectus approved by the Commission:	√		
5(6)	Reporting of the Audit Committee			
5(6)(a)	Reporting to the Board of Directors:			
5(6)(a)(i)	The Audit Committee shall report on its activities to the Board.	√		
5(6)(a)(ii)	The Audit Committee shall immediately report to the Board on the following findings, if any: -			
5(6)(a)(ii)(a)	Report on conflicts of interests;			N/A
5(6)(a)(ii)(b)	Suspected or presumed fraud or irregularity or material defect identified in the internal audit and compliance process or in the Financial Statements;			N/A
5(6)(a)(ii)(c)	Suspected infringement of laws, regulatory compliance including securities related laws, rules and regulations; and			N/A
5(6)(a)(ii)(d)	Any other matter which the Audit Committee deems necessary shall be disclosed to the Board immediately;			N/A



Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
5(6)(b)	Reporting to the Authorities: If the Audit Committee has reported to the Board about anything which has material impact on the financial condition and results of operation and has discussed with the Board and the management that any rectification is necessary and if the Audit Committee finds that such rectification has been unreasonably ignored, the Audit Committee shall report such finding to the commission, upon reporting of such matters to the Board for three times or completion of a period of 6 (six) months from the date of first reporting to the Board, whichever is earlier.			N/A
5(7)	Reporting to the Shareholders and General Investors: Report on activities carried out by the Audit Committee, including any report made to the Board under condition No. 5(6)(a)(ii) above during the year, shall be signed by the Chairperson of the Audit Committee and disclosed in the Annual Report of the issuer Company.			N/A
6.	NOMINATION AND REMUNERATION COMMITTEE (NRC):-			
6(1)	Responsibility to the Board of Directors:			
6(1)(a)	The Company shall have a Nomination and Remuneration Committee (NRC) as a sub-committee of the Board;	√		
6(1)(b)	The NRC shall assist the Board in formulation of the nomination criteria or policy for determining qualifications, positive attributes, experiences and independence of directors and top-level executive as well as a policy for formal process of considering remuneration of directors, top level executive;	√		
6(1)(c)	The Terms of Reference (ToR) of the NRC shall be clearly set forth in writing covering the areas stated at the condition No. 6(5)(b).	√		
6(2)	Constitution of the NRC			
6(2)(a)	The Committee shall comprise of at least three members including an independent director;	√		
6(2)(b)	At least 02 (two) members of the Committee shall be non-executive directors;	√		
6(2)(c)	Members of the Committee shall be nominated and appointed by the Board;	√		
6(2)(d)	The Board shall have authority to remove and appoint any member of the Committee;	√		
6(2)(e)	In case of death, resignation, disqualification, or removal of any member of the Committee or in any other cases of vacancies, the board shall fill the vacancy within 180 (one hundred eighty) days of occurring such vacancy in the Committee.			N/A

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
6(2)(f)	The Chairperson of the Committee may appoint or co-opt any external expert and/or member(s) of staff to the Committee as advisor who shall be non-voting member, if the Chairperson feels that advice or suggestion from such external expert and/or member(s) of staff shall be required or valuable for the Committee;			N/A
6(2)(g)	The company secretary shall act as the secretary of the Committee;	√		
6(2)(h)	The quorum of the NRC meeting shall not constitute without attendance of at least an independent director.	√		
6(2)(i)	No member of the NRC shall receive, either directly or indirectly, any remuneration for any advisory or consultancy role or otherwise, other than Director's fees or honorarium from the company.	√		
6(3)	Chairperson of the NRC:			
6(3)(a)	The Board shall select 1 (One) member of the NRC to be Chairperson of the Committee, who shall be an Independent Director;	√		
6(3)(b)	In the absence of the Chairperson of the NRC, the remaining members may elect one of themselves as Chairperson for that particular meeting, the reason of absence of the regular Chairperson shall be duly recorded in the minutes;	√		
6(3)(c)	The Chairperson of the NRC shall attend the Annual General Meeting (AGM) to answer the queries of the shareholders.	√		
6(4)	Meeting of the NRC:			
6(4)(a)	The NRC shall conduct at least one meeting in a financial year;	√		
6(4)(b)	The Chairperson of the NRC may convene any emergency meeting upon request by any member of the NRC;	√		
6(4)(c)	The quorum of the meeting of the NRC shall be constituted in presence of either two members or two third of the members of the Committee, whichever is higher, where presence of an Independent Director is must as required under condition No. 6(2) (h);	√		
6(4)(d)	The proceedings of each meeting of the NRC shall duly be recorded in the minutes and such minutes shall be confirmed in the next meeting of the NRC.	√		
6(5)	Role of the NRC:			
6(5)(a)	NRC shall be independent and responsible or accountable to the Board and to the shareholders;	√		
6(5)(b)	NRC shall oversee, among others, the following matters and make report with recommendation to the Board:			
6(5)(b)(i)	Formulating the criteria for determining qualifications, positive attributes and independence of a Director and recommend a policy to the Board, relating to the remuneration of the Directors, top level executives considering the following:			

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
6(5)(b)(i)(a)	the level and composition of remuneration is reasonable and sufficient to attract, retain and motivate suitable directors to run the company successfully;	√		
6(5)(b)(i)(b)	the relationship of remuneration to performance is clear and meets appropriate performance benchmarks; and	√		
6(5)(b)(i)(c)	remuneration to directors, top level executive 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;	√		
6(5)(b)(ii)	devising a policy on Board's diversity taking into consideration age, gender, experience, ethnicity, educational background and nationality;	√		
6(5)(b)(iii)	identifying persons who are qualified to become directors and who may be appointed in top level executive position in accordance with the criteria laid down, and recommend their appointment and removal to the Board.	√		
6(5)(b)(iv)	formulating the criteria for evaluation of performance of independent directors and the Board;	√		
6(5)(b)(v)	identifying the company's needs for employees at different levels and determine their selection, transfer or replacement and promotion criteria; and	√		
6(5)(b)(vi)	developing, recommending and reviewing annually the company's human resources and training policies;	√		
6(5)(c)	The company shall disclose the nomination and remuneration policy and the evaluation criteria and activities of NRC during the year at a glance in its annual report.	√		
7.	EXTERNAL OR STATUTORY AUDITORS:			
7(1)	The issuer company shall not engage its external or statutory auditors to perform the following services of the company, namely: -			
7(1)(i)	Appraisal or valuation services or fairness opinions;	√		
7(1)(ii)	Financial information systems design and implementation;	√		
7(1)(iii)	Book-keeping or other services related to the accounting records or Financial Statements;	√		
7(1)(iv)	Broker-dealer services;	√		
7(1)(v)	Actuarial services;	√		
7(1)(vi)	Internal audit services or special audit services;	√		
7(1)(vii)	Any service that the Audit Committee determines;	√		
7(1)(viii)	Audit or certification services on compliance of Corporate Governance as required under condition No. 9(1); and	√		
7(1)(ix)	Any other service that may create conflict of interest.	√		

Condition No.	Title	Compliance Status (Put √ in the appropriate column)		Remarks (if any)
		Complied	Not Complied	
7(2)	No partner or employees of the External or Statutory Auditors audit firms shall possess any share of the Company they audit at least during the tenure of their audit assignment of that Company; his or her family members also shall not hold any share in the said Company: Provided that spouse, son, daughter, father, mother, brother, sister, son-in-law and daughter-in-law shall be considered as family members.	√		
7(3)	Representative of External or Statutory Auditors shall remain present in the Shareholders Meeting (Annual General Meeting or Extraordinary General Meeting) to answer the queries of the shareholders.	√		
8.	MAINTAINING A WEBSITE BY THE COMPANY:			
8(1)	The Company shall have an official website linked with the website of the Stock Exchange.	√		
8(2)	The Company shall keep the website functional from the date of listing.	√		
8(3)	The company shall make available the detailed disclosures on its website as required under the listing regulations of the concerned Stock Exchanges(s).	√		
9.	REPORTING AND COMPLIANCE OF CORPORATE GOVERNANCE:			
9(1)	The Company shall obtain a certificate from a practicing Professional Accountant or Secretary (Chartered Accountant or Cost and Management Accountant or Chartered Secretary) other than its statutory auditors or audit firm on yearly basis regarding compliance of conditions of Corporate Governance Code of the Commission and shall such certificate shall be disclosed in the Annual Report.	√		
9(2)	The professional who will provide the certificate on compliance of Corporate Governance Code shall be appointed by the Shareholders in the Annual General Meeting.	√		
9(3)	The directors of the Company shall state, in accordance with the Annexure-C attached, in the Directors' Report whether the Company has complied with these conditions or not.	√		

**REPORT ON COMPLIANCE WITH
BANGLADESH SECRETARIAL STANDARD-1[BSS-1]
[Secretarial Standard on Meetings of Board of Directors]**

Name of the Entity: The ACME Laboratories Ltd.

Reporting Period: For the Year ended 30 June 2024

No.	Standard	(Put √ in the Appropriate column)		Remarks (if any)
		Complied	Not Complied	
1.1.1	Any Director of a company including the Chairman may, and the Secretary on the requisition of a Director shall, at any time, summon a Meeting of the Board unless the Articles of the company provide otherwise.	√		
1.2.1	Every Director of the Company shall be entitled to get the Notice of every meeting in writing in any mode including by hand or by post or by facsimile or by email or by any other electronic mode. A director may specify any particular mode to receive such notices. If any of the directors so species, the notice shall be send to him by such mode.	√		
1.2.2	The Notice of the Meeting shall specify the day, date, time and full address of the venue wherein the meeting be held.	√		
1.2.3	The Notice of a meeting shall be given in respect of all meetings including the Meetings which are held on pre-determined dates or at pre-determined intervals.	√		
1.2.4	Notice shall be given at least seven (7) days before scheduled date of the Meeting unless the Articles of the company denote a longer period for such notice.	√		
1.2.5	Unless a Notice has not been given to the directors then no business shall be transacted at a Meeting	√		
1.2.6	The Agenda as to be transacted at the Meeting along with Notes to the Agenda shall be circulated or sent at least three (3) days before the date of the Meeting.	√		
1.2.7	Each Agenda to be transacted in the meeting shall be supported by notes, details of the item and, where a Resolution is required to be passed, the draft Resolution shall be attached with the Notice.	√		
1.2.8	The Notice may be given at shorter period of time than those respectively stated above if the majority of members of the Board or Committee so agree. The proposal to hold the Meeting at a shorter notice shall be stated in the Notice and the fact that consent thereto was obtained shall also be recorded in the Minutes.	√		
1.2.9	Any supplementary item not originally included in the Agenda may be taken up for consideration with the permission of the Chairman and with the consent of the majority of the Directors present in the Meeting. However, no supplementary item which is of significance or is in the nature of unpublished price sensitive information shall be taken up by the Board without prior written Notice.	√		

No.	Standard	(Put √ in the Appropriate column)		Remarks (if any)
		Complied	Not Complied	
2.1.1	The Board shall meet at least once in every quarter of a calendar year i.e. in three months, and at least four Meetings are to be held in each year. The maximum interval between any two Meetings shall not be more than 90 days.	√		
2.2.1	Committees shall meet at least as often as stipulated by the Board or as prescribed by any other authority.	√		
3.1.1	Quorum shall be present throughout the Meeting. No business shall be transacted unless the Quorum is so present.	√		
3.1.2	Where the number of directors is reduced below the minimum fixed by the Articles, no business shall be transacted unless the number is first made up by the remaining Director(s) or through a general meeting.	√		
3.2.1	The presence of all the members of any Committee constituted by the Board is necessary to form the Quorum for Meetings of such Committee unless otherwise stipulated by the Board while constituting the Committee.	√		
4.1.1	An Attendance Register shall be maintained containing the names and signatures of the Directors present at the Meeting.	√		
4.2.1	Leave of absence shall be granted to a Director only when a request for such leave has been communicated to the Secretary or to the Board or to the Chairman.	√		
5.1.1	Every company shall have a Chairman who will preside over the Meetings of the Board.	√		
5.1.2	It will be the duty of the Chairman to look into that the Meeting is duly convened and constituted as per the provisions of the Act or any other applicable guidelines, Rules and Regulations before it proceeds to transact business.	√		
5.1.3	The Chairman shall then conduct the proceedings of the Meeting and ensure that only those items of business as have been set out in the Agenda are transacted and ideally in the order in which the items appear on the Agenda.	√		
5.1.4	The Chairman shall encourage deliberations and debate and assess the sense of the Meeting. The Chairman shall ensure that the proceedings of the Meeting are correctly recorded and, in doing so, he may include or exclude any matter as he deems fit.	√		
5.1.5	In the case of a public company, if the Chairman himself is interested in any item of business, he shall entrust any other dis-interested Director present to conduct the proceedings in respect of such item. After the transaction of the item of business is over then the Chairman may resume his position.			N/A
5.2.1	The Board, while constituting any Committee, shall also appoint the Chairman of the Committee so constituted.	√		
6.1.1	A Resolution proposed to be passed by circulation shall be sent in draft, together with supporting papers to all the Directors separately, and in the case of a Committee, to all the members of the Committee.			N/A

No.	Standard	(Put √ in the Appropriate column)		Remarks (if any)
		Complied	Not Complied	
6.1.2	The Resolution as to be passed by circulation and the supporting papers shall be circulated by hand, or by post, or by facsimile, or by e-mail or by any other electronic mode.			N/A
6.2.1	The Resolution shall be deemed to have been passed on the date on which it is signed and dated as approved by all the Directors then in Bangladesh, being not less than the Quorum, or on the date on which it is approved by the majority of the Directors entitled to vote on the Resolution, whichever is earlier.			N/A
6.2.2	Resolutions sent for passing by circulation shall be noted along with the decision thereof, at the next Meeting of the Board or Committee, as the case may be, and to be recorded in the Minutes of such Meeting.			N/A
6.3.1	The annual accounts of a company shall be approved at a Meeting of the Board and shall not be by a Resolution by circulation.	√		
6.3.2	Quarterly or half-yearly financial results shall be approved at a Meeting of the Board or its Committee and shall not be by a Resolution by circulation.	√		
6.3.3	In the case of a listed company, if there is any material variance between un-audited and audited results, the review report of the Auditors shall also be discussed and approved at a Meeting of the Board and not approved by a Resolution by circulation.	√		
7.1.1	Within fifteen days from the date of the Meeting of the Board or Committee or of an adjourned Meeting, the draft Minutes thereof shall be circulated to all the members of the Board or the Committee, as the case may be, for their necessary comments.			N/A
7.1.2	The Minutes of proceedings of a Meeting shall be entered in the Minutes Book within thirty days from the conclusion of the Meeting.	√		
7.1.3	The date of entering the Minutes shall be specified in the Minutes Book by the Secretary.	√		
7.1.4	The Chairman shall put his initial on each page of the Minutes, and put his full signature on the last page of the Minutes along with the date of signing of the Minutes.	√		
7.1.5	Minutes shall not be pasted or attached to the Minutes Book.	√		
7.1.6	Minutes, if maintained in loose-leaf form, shall be bound at intervals coinciding with the financial year of the company.	√		
7.1.7	Extracts of the Minutes shall be given only after the Minutes have duly been signed. However, certified copies of any Resolution passed at a Meeting may be issued even pending signing of the Minutes by the Chairman, if the draft of that Resolution had been placed at the Meeting and was duly approved.	√		
7.1.8	Minutes of an earlier Meeting shall be noted at the next Meeting.	√		

No.	Standard	(Put √ in the Appropriate column)		Remarks (if any)
		Complied	Not Complied	
7.1.9	Any alteration, other than grammatical, typographical or minor corrections, in the Minutes as entered, shall be made only under the approval taken in the subsequent Meeting in which such Minutes are sought to be altered.	√		
7.1.10	The Minutes of Meetings of any Committee shall be circulated to the Members of the Board along with the Agenda for the Meeting of the Board next following such Meeting of the Committee and shall be noted at the Board Meeting.	√		
7.2.1	The names of the Directors present in the Meeting along with the names of persons who were in attendance and the names of invitees in the Meeting, if any, shall be recorded in the Minutes.	√		
7.2.2	A part from the Resolution or the decision, the Minutes shall mention the brief background of the proposal and the rationale for passing the Resolution or taking of the decision.	√		
7.2.3	The names of the Directors who have dissented or have abstained from the decision shall be recorded. Similarly, the fact that an interested Director who did not participate in the discussion or vote on the agenda shall also be recorded in the Minutes.	√		
7.2.4	Wherever any approval of the Board or of the Committee is taken on the basis of certain papers laid before the Board or the Committee, proper identification by initialing of such papers by the Chairman or any Director shall be made and a reference thereto shall be made in the Minutes.	√		
7.3.1	The Minutes of all Meetings shall be preserved permanently.	√		
7.3.2	If a company has been merged or amalgamated with any other company, the Minutes of all Meetings of the Board and Committees of the transferor company shall be preserved permanently by the transferee company for any future references notwithstanding the fact that the identity of the transferor company may not survive under such arrangement.	√		
7.3.3	All office copies of Notices, Agenda and Notes to Agenda and other related papers shall be preserved in orderly manner for as long as they remain current or for twelve years, whichever is later, and may not be destroyed thereafter without the authority of the Board.	√		
8.1.1	The Annual Report of a company shall disclose the number of Meetings of the Board and Committees held during the year indicating the number of Meetings attended by each Director.	√		



Audited Financial Statements 2023-2024



Independent Auditor's Report

To the Shareholders of The ACME Laboratories Ltd. Report on the Audit of the Financial Statements.

Opinion

We have audited the Financial Statements of **"The ACME Laboratories Ltd.** "which comprise the Statement of Financial Position as at June 30, 2024 and Statement of Profit or Loss & Other Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended and notes to the Financial Statements, including a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying Financial Statements give a true and fair view in all material respects of the Financial Position of the company as at June 30, 2024 and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs), The Companies Act 1994, The Securities and Exchange Rules 2020 and other applicable laws and regulations.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the 'International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Bangladesh, and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Financial Statements of the current period. These matters were addressed in the context of our audit of the Financial Statements as a whole, and informing our opinion thereon and we do not provide separate opinion on these matters.

Risk	Revenue Recognition
Our response to the risk	
We identified revenue recognition as key audit matter and a significant risk of material misstatement because of the risk related to the timing and accuracy of the recognized amounts of revenue. The total net revenue generated for the year ended was Taka 31,931,630,396. The timing of the revenue recognition and realization increases the risk of exposure of revenue to foreign exchange fluctuations. There is a risk that invoices may be issued to local customers or Government & Non-Government Institutional customers erroneously. There may be duplication of invoice placed to customers as there is huge number of customers. There is also a risk that revenue may be overstated / understated due to the timing differences.	• Our audit procedures comprised the testing of internal controls in connection with the revenue recognition including the application controls in the most important IT applications impacting the financial reporting. We performed analytical procedures that focused on analyzing the development of turnover. In addition, we performed audit procedures such as compared revenue transactions near to year end to the supporting documentation, analyzed general ledger journal entries in order to identify abnormal entries as well as compared trade receivables to the payments received. • Segregation of duties in invoice creation and modification (if any) and timing of revenue recognition. • We physically visited depots and checked procedures to recognize revenue from local customers. • Obtaining supporting documents for sale transactions recognized during the year with the sale invoices and other relevant underlying documents.
We focused on this area as recognition of revenue involves significant judgment and estimates made by management including whether contracts contain multiple performance obligations which should be accounted for separately and the most appropriate method for recognition of revenue for identified performance obligations. This comprises allocation of consideration to the individual performance obligations of multi-element contracts as noted above, assessing whether performance obligations under supply and installation contracts are satisfied at a point in time or over time.	• We read a sample of contracts to assess whether the method for recognition of revenue was relevant and consistent with IFRS-15 and had been applied consistently. We focused on contract classification, allocation of income and cost to the individual performance obligations and timing of transfer of controls. Where a contract contained multiple elements, we considered Management's judgments as to whether they comprised performance obligations that should be accounted for separately and in such cases, challenged the judgments made in the allocation of the consideration to each performance obligation. • We evaluated and challenged the significant judgments and estimates made by management in applying the company's accounting policy to a sample specific contracts and separable performance obligations of contracts and we obtained evidence to support including details of contractual agreements, delivery records, receipts and project plans.
Please see to the Statement of profit or loss & other Comprehensive Income.	

Valuation of Inventory	
As at June 30, 2024 the reported amount of inventory is Taka 8,549,599,532 held in plants, Central warehouse and twenty nine depots situated at different locations across the Country. Most of the inventories are of specialized in nature and required to be maintained in controlled environment. Regular monitoring is required as the inventories are material by its value, quantity and its nature. On the reporting date, inventories are carried at the lower of cost and net realizable value. As such, the companies apply judgment in determining the appropriate values of inventory in accordance with International Accounting Standards. Considering the risk as stated above the valuation of Inventory is a key audit matter to the Financial Statements.	We verified the appropriateness of, management's assumptions applied in calculating the value of the inventory as per International Accounting Standards (IASs) by: • Evaluating the design and implementation of key inventory controls operating across the factory, warehouse and depots. • Attending inventory counts and reconciling the count results to the inventory listing to test the accuracy of data. • Along with inventory count we checked whether the inventories were maintained in good condition and maintaining all compliances. • We have reconciled the inventory with purchase production and sales to ensure the physically shown stock at the depots as on date were accurate. • Reviewing the historical accuracy of inventory provisioning and the level of inventory write-offs during the year. • Obtaining a detailed review with the subsequent sales to compare with the net realizable value.
Please see note no. 9 to the Financial Statements	

Valuation of Tangible Fixed Assets	
The carrying value of the tangible fixed assets is Taka 31,658,701,709 as at June 30, 2024. The valuation of tangible fixed assets was identified as a key audit matter due to significance of this balance to the Financial Statements. The expenditures are classified as an asset, if it is probable that the future economic benefits associated with the item will flow to the entity and the cost of the item can be measured reliably. The useful lives of tangible fixed assets items are based on management's estimates regarding the period over which an asset is expected to be available for use. The estimates of the useful life of the assets is a matter of judgments based on the experience of the entity with similar assets and also take into consideration the physical condition of the assets.	Our audit included the following procedures: • We assessed whether the accounting policies in relation to the capitalization of expenditures are in compliance with IFRS and found them to be consistent. • We obtained a listing of capital expenditures incurred during the year and, on a sample basis, checked whether the items were procured during the year. • We evaluated whether the useful lives determined and applied by the management were in line with the nature of assets, the physical condition of the assets and its uses. • We checked whether the depreciation of tangible fixed assets items was commenced from the date of ready to use and found the depreciation had been started accordingly.
Please see note no. 6 to the Financial Statements	

Long Term Loan and Short Term Loan & Overdraft	
As at June 30, 2024, the reported amount of total Term loan (Long & Current portion) is Taka 8,868,671,025 and Short-term Borrowings is Taka 15,052,662,241 respectively. The company may face difficulties due to unfavorable movement in interest rate & monetary policy that may result in short-term and cash flow crisis.	We have tested the design and operating effectiveness of key controls focusing on the following: • Obtaining an understanding of and assessing the design and operating effectiveness of controls designed to ensure the proper use of loan • We verified sanction letter, loan schedule bank statements to confirm the loan outstanding and found that the balance had been reported in the Financial Statements accurately. • We checked the financial expenses and classification of loan and repayment schedule on a test basis as well. • We checked the recording date of transactions and found the recording date is in line with the loan disbursement date.
Please see note no. 20, 24 & 23 to the Financial Statements	
Recoverability Assessment of Trade Receivable	
The total amount of Account Receivable is Taka 3,259,015,148 at 30 June 2024. There are significant large numbers of individual customers. Customers in different business segments and jurisdictions are subject to their independent business risk. The increasing challenges over the economy and operating environment in developing the software and sale of service during the year have increased the risks of default on receivables from the customers. In particular, in the event of insolvency of customers, the company is exposed to potential risk of financial loss when the customers fail to meet their contractual obligations in accordance with the requirements of the agreements. Accordingly, we identified the recoverability of receivables as a key audit matter because of the significance of receivables to company's Financial Position and because of the significant degree of management judgment involved in evaluating the adequacy of the allowance for doubtful debts.	Our audit procedures to assess the recoverability of trade receivables including the following: • Tested the accuracy of aging of receivables at year end on a sample basis; • Evaluating the Company's policy for making allowance for doubtful debts with reference to the requirements of the prevailing accounting standards; • Assessing the classification of account receivables in the debtors ageing report by comparison with sales invoice and other underlying documentation on a test basis; • Assessed the recoverability of the debtors on a sample basis through our evaluation of management's assessment with reference to the credit profile of the customers, historical payment pattern of customers and • Inspecting subsequent bank receipts from customers and other relevant underlying documentation relating to account receivable balances at June 30, 2024.

Please see note no. 10 to the Financial Statements

Other Information

Management is responsible for other information. The other information comprises all of the information in the annual report other than the Financial Statements and our auditor's report thereon. The directors are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Financial Statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is no material misstatement of this other information we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements and Internal Controls

Management is responsible for the preparation and fair presentation of the Financial Statements in accordance with IFRSs, The Companies Act 1994, The Securities and Exchange Rules 2020 and other applicable laws and regulations and for such internal control as management determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error. The Companies Act, 1994 require the management to ensure effective internal audit, internal control and risk management functions of the company.

In preparing the Financial Statements, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if individually or in the aggregate they could reasonably be expected to influence the economic decisions of users taken on the basis of these Financial Statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Financial Statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and event in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the company to express an opinion on the Financial Statements we are responsible for the direction, supervision and performance of the company audit. We are solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence and where applicable related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the Financial Statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other Legal and Regulatory Requirements

In accordance with the Companies Act 1994 and The Securities and Exchange Rules 2020 and relevant notifications issues by Bangladesh Securities and Exchange Commission, we also report that:

- a) We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit and made due verification thereof;
- b) In our opinion, proper books of accounts, records and other statutory books as required by-law have been kept by the company so far as it appeared from our examinations of those books;
- c) The Statement of Financial Position, Statement of Profit or Loss & Other Comprehensive Income and Statement of Changes in Equity and Statement of Cash Flows of the Company dealt with by the report are in agreement with the books of accounts and returns; and



Fouzia Haque, FCA
Partner

FAMES & R

Chartered Accountants

DVC # 2410271032AS398071

Date: October 27, 2024
Place: Dhaka

The ACME Laboratories Ltd.
Statement of Financial Position
As at 30 June 2024

FAMES & R
Chartered Accountants

Particulars	Notes	Amount in Taka	
		30-06-2024	30-06-2023
ASSETS			
Non-Current Assets :		31,759,350,787	29,274,155,747
Property, Plant and Equipment	6	31,658,701,709	29,143,106,373
Right-of-Use Assets	7.A	70,446,949	99,533,397
Investment in Securities	8	30,202,129	31,515,977
Current Assets:		23,862,813,599	21,135,865,863
Inventories	9	8,549,599,532	6,894,247,309
Trade Receivable	10	3,259,015,148	2,705,071,780
Other Receivable	11	20,132,305	19,887,785
Advance, Deposits & Pre-Payments	12	3,513,092,438	2,988,468,855
Advance Income Tax	13	3,390,754,893	3,682,324,080
Material In Transit	14	3,321,884,425	3,340,043,272
Term Deposit	15	56,320,480	50,446,100
Cash and Cash Equivalents	16	1,752,014,378	1,455,376,682
TOTAL ASSETS		55,622,164,386	50,410,021,610
EQUITY AND LIABILITIES			
Shareholders' Equity :		25,051,830,131	23,295,116,896
Share Capital	17	2,116,017,000	2,116,017,000
Share Premium	18	5,127,599,728	5,127,599,728
Revaluation Surplus	6.A	4,971,562,521	5,017,449,088
Gain/(Loss) on Marketable Securities (Unrealized)	8.A	3,627,244	4,809,707
Tax Holiday Reserve	Ref- SOCE	179,464,241	179,464,241
Retained Earnings	19	12,653,559,397	10,849,777,132
Non Current Liabilities:		9,039,412,648	8,161,492,917
Long Term Loan- Net off Current Maturity	20	6,753,319,650	6,167,983,247
Long Term Lease Liability	7.B	44,870,025	62,292,535
Provision For Gratuity	21	1,450,653,876	1,028,075,307
Deferred Tax Liability	22	790,569,097	903,141,828
Current Liabilities:		21,530,921,607	18,953,411,797
Loans & Overdrafts	23	15,052,662,241	12,523,296,751
Current Maturity of Long Term Loans	24	2,115,351,375	2,053,979,923
Trade Payable	25	603,668,457	490,891,189
Provision for Income Tax	26	3,022,082,571	3,255,425,419
Current Lease Liability	7.B	21,488,161	21,855,169
Liability for Expenses and Others	27	711,837,103	601,458,127
Dividend Payable	28.A	3,831,699	6,505,219
Unclaimed Dividend Account	28.B	-	-
TOTAL EQUITY AND LIABILITIES		55,622,164,386	50,410,021,610
Net Asset Value Per Share (NAVPS)	17.4	118.39	110.09

The annexed notes 1 to 48 form an integral part of these Financial Statements.


Masudur Rahman Bhuiyan, FCS
Company Secretary


Kazi Mohammed Badruddin FCMA, FCA
ED & CFO


Mizanur Rahman Sinha
Managing Director


Nagina Afzal Sinha
Chairman

Signed in terms of our report of even date annexed



Dated: 27 October 2024
Place: Dhaka

FAMES & R
Chartered Accountants
DVC # 2410271032AS398071

The ACME Laboratories Ltd.
Statement of Profit or Loss and Other Comprehensive Income
For the year ended 30 June 2024

FAMES & R
Chartered Accountants

Particulars	Notes	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
Revenue	29	31,931,630,396	26,947,708,020
Less: Cost of Goods Sold	30	18,676,834,458	16,016,001,448
Gross Profit/(Loss)		13,254,795,938	10,931,706,572
Add: Other Income/ (Loss)	31	(163,246,244)	(134,938,717)
		13,091,549,694	10,796,767,855
Less: Selling, Marketing and Distribution Expenses	32	5,936,860,421	5,013,811,680
		7,154,689,273	5,782,956,175
Less: Administrative Expenses	33	1,470,442,336	1,285,620,292
		5,684,246,937	4,497,335,883
Less: Financial Expenses	34	2,320,343,351	1,459,434,359
Profit Before Contribution to WPPF and WWF		3,363,903,586	3,037,901,524
Less: Contribution to WPPF and WWF	35	160,185,885	144,661,977
Net Profit Before Tax		3,203,717,701	2,893,239,547
Less: Current Tax Expenses	36A	859,977,739	593,957,915
Less: Deferred Tax (Income)/Expenses	36B	(112,441,346)	(4,308,327)
Net Profit After Tax		2,456,181,308	2,303,589,959
Other Comprehensive Income			
Gain/(Loss) on Marketable Securities (Unrealized)		(1,313,848)	(1,366,862)
Total Comprehensive Income for the year		2,454,867,460	2,302,223,097
Earnings Per Share (on the Equity share of Tk. 10 each)	37	11.61	10.89

The annexed notes 1 to 48 form an integral part of these Financial Statements.


Masudur Rahman Bhuiyan, FCS
Company Secretary


Kazi Mohammed Badruddin FCMA, FCA
ED & CFO


Mizanur Rahman Sinha
Managing Director


Nagina Afzal Sinha
Chairman

Signed in terms of our report of even date annexed



Dated: 27 October 2024
Place: Dhaka

FAMES & R
Chartered Accountants
DVC # 2410271032AS398071

The ACME Laboratories Ltd.

Statement of Changes in Equity

For the year ended 30 June 2024

FAMES & R
Chartered Accountants

(Amount in Taka)

Particulars	Share Capital	Share Premium	Revaluation Surplus	Gain/(loss) on Marketable Securities (Unrealized)	Tax Holiday Reserve	Retained Earnings	Total
Balance as at July 01, 2023	2,116,017,000	5,127,599,728	5,017,449,088	4,809,707	179,464,241	10,849,777,132	23,295,116,896
Net Profit after Tax for the year ended 30 June 2024	-	-	-	-	-	2,456,181,308	2,456,181,308
Final Dividend for the year 2022-2023	-	-	-	-	-	(698,285,610)	(698,285,610)
Gain/(loss) on Marketable Securities (Unrealized)	-	-	-	(1,313,848)	-	-	(1,313,848)
Adjustment for Depreciation on Revaluation Surplus & Others	-	-	(45,886,567)	-	-	45,886,567	-
Deferred Tax on Unrealized Gain/Losses on Investment in Securities	-	-	-	131,385	-	-	131,385
Balance as at 30 June 2024	2,116,017,000	5,127,599,728	4,971,562,521	3,627,244	179,464,241	12,653,559,397	25,051,830,131

Statement of Changes in Equity

For the year ended 30 June 2023

(Amount in Taka)

Particulars	Share Capital	Share Premium	Revaluation Surplus	Gain/(loss) on Marketable Securities (Unrealized)	Tax Holiday Reserve	Retained Earnings	Total
Balance as at July 01, 2022	2,116,017,000	5,127,599,728	5,136,046,235	6,039,883	179,464,241	9,124,947,448	21,690,114,535
Net Profit after Tax for the year ended 30 June 2023	-	-	-	-	-	2,303,589,959	2,303,589,959
Final Dividend for the year 2021-2022	-	-	-	-	-	(634,805,100)	(634,805,100)
Gain/(loss) on Marketable Securities (Unrealized)	-	-	-	(1,366,862)	-	-	(1,366,862)
Adjustment for Depreciation on Revaluation Surplus & Others	-	-	(47,719,316)	-	-	47,719,316	-
Adjustment for disposal/discard of PPE	-	-	(70,877,831)	-	-	8,325,509	(62,552,322)
Deferred Tax on Unrealized Gain/Losses on Investment in Securities	-	-	-	136,686	-	-	136,686
Balance as at 30 June 2023	2,116,017,000	5,127,599,728	5,017,449,088	4,809,707	179,464,241	10,849,777,132	23,295,116,896


Masudur Rahman Bhuiyan, FCS
Company Secretary


Kazi Mohammed Badruddin FCMA, FCA
ED & CFO


Mizanur Rahman Sinha
Managing Director


Nagina Afzal Sinha
Chairman

Signed in terms of our report of even date annexed

Dated: 27 October 2024
Place: Dhaka

The ACME Laboratories Ltd.
Statement of Cash Flows
For the year ended 30 June 2024

FAMES & R
Chartered Accountants

Particulars	Notes	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
Cash Flows From Operating Activities:			
Collection from Sales and others		31,216,070,954	26,339,808,729
Payment to Suppliers & Others		(25,987,797,808)	(22,888,551,088)
Payment to WPPF and WWF		(151,409,128)	(171,386,021)
Cash generated from operation		5,076,864,018	3,279,871,620
Financial Expenses		(2,320,124,380)	(1,458,235,729)
Income Tax Paid		(801,751,400)	(562,752,721)
Net Cash Generated From Operating Activities		1,954,988,238	1,258,883,170
Cash Flows From Investing Activities:			
Acquisition of Property, Plant & Equipments		(4,117,419,726)	(5,259,903,825)
Term Deposit		(5,874,380)	(2,304,323)
Sale of Property, Plant and Equipment (Motor Vehicles)		8,867,232	21,831,120
Dividend received from Investment in Marketable Securities		1,416,256	1,673,207
Net Cash Used in Investing Activities		(4,113,010,618)	(5,238,703,821)
Cash Flows From Financing Activities:			
Dividend Paid		(700,959,130)	(632,677,254)
Principal Portion payment of Lease Liability		(20,454,139)	(30,314,505)
Net Increase / (Decrease) in Loans and Overdrafts		2,529,365,490	3,140,107,056
Net Increase / (Decrease) in Long Term Borrowings		646,707,855	1,719,173,548
Net Cash Generated/(Used) From Financing Activities		2,454,660,076	4,196,288,845
Increase/(Decrease) in Cash and Cash Equivalents		296,637,696	216,468,194
Cash and Cash Equivalents at the Opening		1,455,376,682	1,238,908,488
Cash and Cash Equivalents at the Closing		1,752,014,378	1,455,376,682
Net Operating Cash Flow Per Equity Share (NOCFPS)	39.00	9.24	5.95


Masudur Rahman Bhuiyan, FCS
Company Secretary


Kazi Mohammed Badruddin FCMA, FCA
ED & CFO


Mizanur Rahman Sinha
Managing Director


Nagina Afzal Sinha
Chairman

Signed in terms of our report of even date annexed

Dated: 27 October 2024
Place: Dhaka

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June, 2024

FAMES & R
Chartered Accountants

1.00 Corporate Information

The ACME Laboratories Ltd. was founded in the year 1954 as a Proprietorship Firm and it was converted into a Private Ltd. Company on 17th March 1976 vide registration no. C-4745/163 of 1975-76 under the Companies Act-1913. Thereafter, it was converted into a public Ltd. company on 30th November 2011.

In the Year 2016, the Company achieved one of the major milestones of public offering and listing of its 50,000,000 Ordinary Shares of Tk. 10 each at Dhaka Stock Exchange Ltd (DSE) & Chittagong Stock Exchange Ltd. (CSE) with effect from 31 May 2016. Trading of the shares of the ACME Laboratories Ltd. commenced from 07 June 2016 at both the stock exchanges under the trade name ACMELAB and trading codes -18491 and 13031 respectively.

1.01 Address of Registered Office and Factory

The Registered Office of the Company is situated at 1/4, Kallayanpur, Mirpur Road, Dhaka-1207, Bangladesh, and the Factory is situated at Dhulivita, Dhamrai, Dhaka, Bangladesh and Gazaria, Munshigonj, Bangladesh.

2.00 Nature of business of the Company

The Company is engaged in manufacturing, marketing, and distribution of generic pharmaceuticals formulation products which includes human drugs comprising dosages form like a tablet, capsule, dry syrup, cream, ointment, powder, injection, dry powder inhaler, metered dosage inhaler, suppository, eye and nasal drop, liquid, liquid in hard gelatine, Blow Fill Seal (BFS) products, sachet products; veterinary drugs comprising dosages form like bolus, liquid, injection, water-soluble powder, premix and herbal drugs comprising dosages form like liquid, capsule, tablet, cream & ointment. The products of the company are sold in domestic and international markets respectively.

3.00 Share Capital

Details of Authorized, Issued, Subscribed, and Fully Paid-up Capital as at 30 June 2024 and 30 June 2023 are as under:

Particulars	30 June 2024 (Tk.)	30 June 2023 (Tk.)
Authorized Capital:		
500,000,000 Ordinary Shares @ Tk. 10 each	5,000,000,000	5,000,000,000
Total	5,000,000,000	5,000,000,000
Issued, Subscribed and Fully Paid up Capital:		
211,601,700 Ordinary Shares @ Tk.10 each.	2,116,017,000	2,116,017,000
Total	2,116,017,000	2,116,017,000

4.00 Basis of Preparation of Financial Statements

4.01 Directors' Responsibility Statement

The Board of Directors of the Company take the responsibility for the preparation and presentation of these Financial Statements.

The ACME Laboratories Ltd.

Notes to the Financial Statements

As at and for the year ended 30 June, 2024

4.02 Basis of measurement

The Financial Statements have been prepared on the historical cost basis except;

“Land and Land Development; Buildings; Machinery & Equipment; Motor Vehicle; Utilities, Electrical Installations & Engineering; Office Equipment,” which has been revalued by an independent valuer M/S M M Rahman & Co. Chartered Accountants, Dhaka, Bangladesh in the financial year 2020-2021. The entire class of above-mentioned Property, Plant, and Equipment has been revalued on the basis of the Current Cost Accounting (CCA) Method, as applicable. The valuation report of the valuer has been prepared in accordance with International Accounting Standards (IASs), International Financial Reporting Standards (IFRSs), notification dated 18th August 2013 issued by the Bangladesh Securities and Exchange Commission in this regard, and other applicable laws, rules, regulations, and guidelines. The Financial Statements however, do not take into consideration the effects of inflation. The accounting policies, unless otherwise stated, have been consistently applied by the Company and are consistent with those of the previous year.

The Revaluation surplus is not available for distribution as dividend to the shareholders.

4.03 Accrual Basis of Accounting

The Financial Statements of the Company are prepared as per the accrual basis of accounting except for cash flows information. Accordingly, the Company recognizes items of assets, liabilities, equity, income, and expenses (the elements of financial statements) when they satisfy the definition and recognition criteria as per the accounting framework.

4.04 Materiality, Aggregation and Offsetting

The Company presents material items separately. Financial Statements are a result of processing a large number of transactions or events that are aggregated into classes according to the nature or function. However, the company does not offset assets and liabilities or income and expenses unless required or permitted by IAS or IFRS.

4.05 Statement of compliance

These Financial Statements have been prepared in accordance with Framework, applicable International Accounting Standards (IASs), and International Financial Reporting Standards (IFRSs), Companies Act 1994, Bangladesh Securities and Exchange Rules 2020, the Listing Regulations of Dhaka and Chittagong Stock Exchanges and other relevant laws and regulations applicable in Bangladesh.

4.06 Presentation of Financial Statements

The Financial Statements are presented in accordance with guidelines provided by IAS 1: ‘Presentation of Financial Statements.

The Financial Statements comprises of:

- (i) Statement of Financial Position as at 30 June 2024;
- (ii) Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2024;
- (iii) Statement of Changes in Equity for the year ended 30 June 2024;
- (iv) Statement of Cash Flows for the year ended 30 June 2024; and
- (v) Notes, comprising a summary of significant accounting policies and explanatory information.

4.07 Reporting Period

The Financial Statements cover the financial year commencing from 01 July 2023 to 30 June 2024.

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June, 2024

FAMES & R
Chartered Accountants

4.08 Authorisation for Issue

The Financial Statements have been authorized for issue by the Board of Directors of the Company in their meeting held on 27 October, 2024.

4.09 Functional and Presentation Currency

The Financial Statements have been prepared and presented in Bangladeshi Currency (Taka), which is the functional currency of the Company. All financial information presented has been rounded off to the nearest integer except where indicated otherwise.

4.10 Comparative information

Comparative information disclosed is of the financial year 2022-2023 for all numerical information in the Financial Statements and also the narrative and descriptive information wherever it is relevant for the understanding of the current year's Financial Statements.

Figures for the comparative year have been Merged/regrouped/rearranged wherever considered necessary to ensure better comparability with the current year.

4.11 Use of Estimates and Judgements

The preparation of Financial Statements requires management to make judgments, estimates, and assumptions that affect the reported value of assets, liabilities, income, and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the result of which forms the basis of making the judgments about the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates. Estimates arise because of uncertainties inherent within them but this does not undermine reliability. However, the estimates and underlying assumptions are reviewed on an ongoing basis and the revision is recognized in the year in which the estimates are revised

4.12 Capital Management

The primary objective of the capital structure is to maintain an efficient combination of debt and equity ratios to achieve a low cost of capital. The management of the Company regularly reviews the return on equity, capital structure in light of the economic conditions, business strategies and future commitments. For that purpose, capital includes issued Share Capital, Securities Premium and all other Equity Reserves and Debt covering foreign currency term loan, Long-Term & Short-Term Loan from domestic Financial Institutions/Banks and finance lease obligations, etc. During the financial year ended 30 June 2024, debt equity ratios is 54.96:45:04 comparing to the 53.79:46:21 of previous year. This change occurs due to investment in Property, Plant and Equipment of API Project along with acquisition of Non-current assets for other projects and addition of Inventory.

4.13 Going Concern

The Company has adequate resources to continue in operation for the foreseeable future. To finance the further business expansion, in the financial year 2015-2016, the Company made for a public issue of Ordinary Shares through the "Book Building Method" allotted and issued 50,000,000 Ordinary Shares. The current credit facilities and resources of the Company provide sufficient funds to meet the present requirements of its existing business operations and expansion. For these reasons, the Board of Directors of the Company continues to adopt the policy of a "Going Concern" basis in preparing the Financial Statements.

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June, 2024

FAMES & R
Chartered Accountants

4.14 Application of International Financial Reporting Standards (IFRS) and International Accounting Standards (IAS)

Name of the Accounting Standards	Ref. No.	Status of Application
Financial Instruments : Disclosure	IFRS-7	Applied
Financial Instruments	IFRS-9	Applied
Fair Value Measurement	IFRS-13	Applied
Revenue from Contract with Customers	IFRS 15	Applied
Leases	IFRS-16	Applied
Presentation of Financial Statements	IAS-1	Applied
Inventories	IAS-2	Applied
Statement of Cash Flows	IAS-7	Applied
Accounting Policies, Changes in Accounting Estimates and Errors	IAS-8	Applied
Events after the Reporting Period	IAS-10	Applied
Income Taxes	IAS-12	Applied
Property, Plant and Equipment	IAS-16	Applied
Employee Benefits	IAS-19	Applied
The effects of Changes in Foreign Exchange Rates	IAS-21	Applied
Borrowing Costs	IAS-23	Applied
Related Party Disclosures	IAS-24	Applied
Financial Instruments: Presentation	IAS-32	Applied
Earnings Per Share	IAS-33	Applied
Impairment of Assets	IAS-36	Applied
Provisions, Contingent Liabilities and Contingent Assets	IAS-37	Applied
Intangible Assets	IAS-38	Applied

5.00 Significant Accounting Policies

Background

The Company selects and applies accounting policies consistently unless an IFRS or IAS specifically requires or permits a different and appropriate accounting policy for the same or results in the financial statements providing more relevant information about the effects of the transaction on the company's Financial Position, Financial Performance or Cash Flows.

The Company corrects and discloses the material prior period's/year's error/s, if any, retrospectively by restating the comparative amount for the prior periods/years in which the error has occurred.

5.01 Revenue Recognition

The Company derives revenue principally from manufacturing and sales of pharmaceutical drugs and Medicines. A contract with a customer exists when the parties to the contract have approved it and are committed to performing their respective obligations, the company can identify each parties rights regarding the distinct goods or services to be transferred (Performance Obligations), the company can determine the transaction price for the goods or services to be transferred, the contract has commercial substance and it is probable that the company will collect the consideration

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to which it will be entitled in exchange for goods or services that will be transferred to the customers. Revenues are recorded in the amount of consideration to which the company expects to be entitled in exchange for performance obligation upon transfer of control to the customers and are measured at the fair value of the consideration received or receivable, net of returns, VAT, and applicable trade discounts, allowances, etc.

(a) Sales of Products

The majority of customers' contracts that the company enters into a single performance obligation for the delivery of pharmaceutical drugs and Medicines. The company recognizes revenue from sales when control of the products transfers, generally upon shipment or delivery to the customers or custom port. The company records sales net of estimated incentives/discounts, Returns, and other related charges. These are generally accounted for as variable consideration in the same periods the related sales occur. The Methodology and Assumption used to estimate rebate and returns are monitored and adjusted accordingly with the contractual and legal obligations, historical trends, past experience and projected market condition. The revenue for such variable consideration is included in the company's estimate of transaction price only if it is highly probable that a significant reversal of revenue will not occur once any uncertainty is resolved. In making this assessment the company considers its historical records of performance on similar contracts.

(b) Interest Income

Interest income from a financial asset is recognized when it is probable that the economic benefits will flow to the company and the amount of income can be measured reliably. Interest income is accrued on a timely basis, by reference to principal outstanding and at the effective interest rate applicable.

(c) Dividend Income

Dividend income from investment in Marketable Securities is recognized when the rights to receive payment have been established, provided that it is probable that the economic benefit will flow to the company and the amount of income can be measured reliably.

(d) Cash Incentive

Cash incentive from Export Sales is recognized when the fund is duly deposited to the Bank Account of the Company. During the year the company received Taka 195,568,500 as cash incentive which is duly shown under the head of Other income in the financial statement for the year ended 30 June 2024.

(e) Scrap Sales

Scrap Sales is recognized when the items of Scrap is delivered to the customer. During the year the company received Taka 27,358,116 as scrap sales which is duly shown under the head of Other income in the financial statement for the year ended 30 June 2024.

5.02 Property, Plant and Equipment (PPE)

i) Recognition and Measurement

The Cost of an item of Property Plant and Equipment (PPE) is recognized as an asset if, and only if it is probable that the future economic benefit will flow to the company and the cost of the item can be measured reliably.

PPE has been measured and stated at cost or revalue amount less accumulated depreciation and accumulated impairment loss, if any, in compliance with the requirement of IAS 16: Property Plant and Equipment and IAS 36 Impairment of Assets. The cost of acquisition of an asset comprises its purchase price and any directly attributable cost of bringing the assets to its present location and working condition for its intended use inclusive of inward freight, duties, and non-refundable taxes.

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ii) Maintenance Costs

The company incurs maintenance costs for all its major items of Property, Plant, and Equipment. Repair and maintenance costs are charged as expenses, as and when incurred.

iii) Depreciation

The land is held on a freehold basis and is not depreciated considering its unLtd. useful life. In respect of all other Non-current assets, depreciation is provided on a straight-line method to amortize the cost of the asset after commissioning over their expected useful life. In respect of the addition to property, plant and equipment, depreciation begins from the date of respective asset available for use up to the date immediately preceding the date of disposal.

The rate at which assets are depreciated per annum depending on the nature and estimated useful life of assets are given below:

Category of Assets	Rate
Building	2.50% to 13.33%
Machinery and Equipment	7.50% to 100%
Furniture and Fixtures	10% to 100%
Motor Vehicles	8.33% to 100%
Utilities, Engineering and Electrical Installations	7.50% to 100%
Office Equipment	10%
Books and Periodicals	10%

iv) Impairment of Assets

If the recoverable amount of a PPE is less than its carrying amount, the carrying amount of the PPE is reduced to its recoverable amount. This reduction is an impairment loss. An Impairment loss on a non-revalued asset is recognized in the Statements of Profit or Loss and Other Comprehensive Income. However, an impairment loss on a revalued asset is recognized in other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that asset. Such impairment loss on a revalued asset reduces the revaluation surplus to the extent for the asset. The Company does impairment testing at the end of each reporting period if the indication of any impairment exists.

V) Retirement and Disposal

On disposal of Non-current assets, the cost and accumulated depreciation are eliminated and gain or loss on such disposal is recognized in the Statement of Profit or Loss and Other Comprehensive Income, which is determined with reference to the net book value of the assets and net sales proceeds. The revaluation surplus included in Equity in respect of disposed off/demolished/discarded Property, Plant and Equipment are treated as per the principle enunciated in the IAS 16.

5.03 Lease

IFRS 16 introduces a single lessee accounting model and requires a lessee to recognize assets and liabilities for all leases with a term of more than 12 months unless the underlying asset is of low value. A lessee is required to recognize a Right-of-Use asset representing its right to use the underlying leased asset and a lease liability representing its obligation to make lease payments.

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IAS 17 did not have specific requirements for the presentation of Right-of-Use (ROU) assets and lease liabilities in the financial statements. This means that lessees had to rely on the general guidance under IAS 1 Presentation of Financial Statements and IAS 7 Statement of Cash Flows.

Effective from 1st January 2019 the company adopted IFRS 16, "Leases" using retrospective cumulative transaction method applied that we were not completed on 1st January 2019. In accordance with the cumulative transaction, method comparatives have not been adjusted retrospectively as the effect of adoption of IFRS 16 was not significant.

The ACME Laboratories Ltd. applied IFRS 16 onwards from the date of 1st July 2019 since IFRS 16 is effective from the date of 1st January 2019. The Company has made a Right-of-Use Assets and Lease Liability against the Rental Expenses of 29 Depot all over the country. According to IFRS 16 Paragraph 47, a company is required to present Right-of-Use Asset and Lease Liability on the face of Statement of Financial Position separately from Other Assets. Interest expenses and Depreciation on Right of Use Asset are also to be shown separately. An incremental borrowing rate that has been used to determine the present value of lease payment and other calculation.

5.04 Financial Instruments

A financial instrument is any contract that gives rise to financial assets and a financial liability or equity instrument of another entity.

i) Financial Assets

Financial assets of the company include Cash and Cash Equivalents, Trade Receivable, Other Receivables and Equity Instrument of another entity. The Company initially recognized receivables on the date they are originated. All other Financial Assets are recognized initially on the date at which the Company becomes a party to the contractual provision of the transaction. The company derecognizes a Financial Asset when, and only when the contractual rights or probabilities of receiving the cash flow from the assets expire or it transfers the right to receive the contractual cash flows on the Financial Assets in a transaction in which substantially all the risks and rewards of ownership of the Financial Assets are transferred.

Trade Receivable

Trade receivables are created at the original invoice amount less any provisions for doubtful debts. Provision is made where there is evidence of a risk of non-payments, taking into consideration aging, previous experience, and general economic conditions. When a trade receivable is determined to be uncollectable, it is written off firstly against any provision available and then to the Statement of Profit or Loss and Other Comprehensive Income. Subsequent recoveries of amounts previously provided for and/or written off are credited to the Statement of Profit or Loss and Other Comprehensive Income. During the year under audit, the company has no uncollectable trade receivable to be written off for which it created any provision in the earlier years.

Cash and Cash Equivalents

Cash and cash equivalents are comprised of cash in hand, cash at bank and cash at BO Account that are readily convertible to the known amount of cash and that are subject to an insignificant risk of change in value.

ii) Financial Liability

Financial liabilities are recognized initially on the transaction date at which the company becomes a party to the contractual provisions of the liability. The company derecognizes the financial liabilities when its contractual obligations are discharged or cancelled or expired. Financial liabilities include payable for expense, liability for capital expenditure, and other current liabilities.

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5.05 Impairment

i) Financial Assets

Trade receivables and other receivables are assessed at each reporting date to determine whether there is any objective evidence of impairment. Financial assets are impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset and that the loss event had a negative effect on the estimated future cash flow of that asset, which can be estimated reliably. Objective evidence that financial assets are impaired can include default or delinquency by a debtor, indicates that a debtor or issuer will enter bankruptcy, etc.

ii) Non-Financial Assets

An asset is impaired when its carrying amount exceeds its recoverable amount. The company assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists the company estimates the recoverable amount of the asset. The recoverable amount of an asset is the higher of its fair value less cost to sell and its value in use. The carrying amount of the assets is reduced to its recoverable amount by recognizing an impaired loss if, and only if, the recoverable amount of the asset is lesser than its carrying amount. Impaired loss is recognized immediately in the Statement of Profit or Loss and Other Comprehensive Income unless the asset is carried at revalued amount. Any impaired loss of a revalued asset shall be treated as a revaluation decrease to the extent of the availability of revaluation surplus. If it is more than the revaluation surplus available, then it is routed through the Statement of Profit or Loss and Other Comprehensive Income.

5.06 Investment in Securities

According to the relevant laws applicable, the company had invested in shares of listed companies through the stock exchange, by using the income generated in Tax Holiday Unit. The investments in shares are recognized at cost including transaction cost. Further, the entity recognizes subsequent changes in Other Comprehensive Income.

During the year the company has created a deferred tax on unrealized gain/(loss) on Investment in Securities at the rate of 10%.

5.07 Inventories

Inventories are carried at the lower of cost and net realizable value as prescribed by IAS 2: 'Inventories'. The cost of inventories comprises of expenditure incurred in the normal course of business in bringing the inventories to their present location and condition. The cost of material consumption is determined on first-in-first-out basis. Net realizable value is based on the estimated selling price less any further costs expected to be incurred to make the sales.

Type of Stock	Basis of Valuation
Raw Materials	At cost on First in First Out basis
Packing Materials	At cost on First in First Out basis
Work-in-Process	At cost
Finished Goods	At lower of cost or net realizable value
Printing Stationery	At cost on First in First Out basis
Spare & Accessories	At cost on First in First Out basis

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5.08 Provisions

Provisions and accrued expenses are recognized in the Financial Statements in line with the International Accounting Standard (IAS) 37: "Provisions, Contingent Liabilities, and Contingent Assets" when:

- The company has a legal or constructive obligation as a result of past events.
- It is probable that an outflow of economic benefit will be required to settle the obligations.
- A reliable estimate can be made of the amount of the obligations.

Provisions are reviewed at the end of each reporting date and adjusted to reflect the current best estimates. If it is no longer probable that an outflow of resources embodying economic benefits will be required to settle the obligation, the provision is reversed.

5.09 Income Tax Expense

Income tax expense comprised of current and deferred tax. Income tax expense is recognized in the Statement of Profit or Loss and Other Comprehensive Income and accounted for in accordance with the requirement of IAS 12: "Income Taxes".

Current Tax

Current tax is the expected tax payable on the taxable income for the period/year and any adjustment to tax payable in respect of previous years as per the provisions of Income Tax Act 2023 and duly amended by the Finance Act from time to time.

Deferred Tax

The company has recognized deferred tax using the balance sheet method in compliance with the provision of IAS 12: "Income Taxes". The policy for recognition of deferred tax assets/liabilities is based on temporary differences (taxable or deductible) between the carrying amount (Book Value) of assets and liabilities for financial reporting purposes and its tax base, and accordingly, deferred tax income or expense has been considered to determine Net Profit after Tax and Earnings Per Share (EPS).

5.10 Loans – Long Term and Short Term from Banks, Financial Institutions, and Others

i) Borrowing Cost

Interest and other costs incurred by the Company in connection with the borrowings of the fund are recognized as expenses in the year in which they are incurred unless such borrowing cost related to acquisition/construction of assets in progress that are capitalized as per IAS 23: "Borrowing costs".

ii) Charges on the Assets of the Company

There are Fixed and Floating charges over:

- All the Plant, Machinery and Equipment (both present and future) ;
- Floating assets (both present and future) including but not limited to book debts, bills receivable, goodwill, and other floating assets both tangible and intangible and all documents title, undertakings, contracts, engagements securities, and other documents whatsoever related to such assets of the Company in favor of various bankers securing the various kinds of loans taken by the company from them through a PariPassu security sharing agreement dated 16 January 2020 (8th Supplemental to the lenders' PariPassu Security Sharing Agreement) amongst the banks. As per the agreement under the names of the participating banks in the charges through the PariPassu agreement are stated hereunder:

- Dutch Bangla Bank Ltd.
- Dhaka Bank Ltd.
- The Hong Kong and Shanghai Banking Corporation Ltd.
- Standard Chartered Bank
- Trust Bank Ltd.
- Eastern Bank Ltd.

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- Prime Bank Ltd.
- Mutual Trust Bank Ltd.
- BRAC Bank Ltd.
- Bank Asia

- Registered mortgage of the specified Land of the Company executed in favor of Banks/ Financial Institutions.
- In maximum cases, Personal Guarantee of all shareholders directors submitted in favor of Banks/Financial Institutions.

5.11 Employee Benefits

The Company maintains a Defined Contribution Plan and Defined Benefit Plan for its eligible permanent employees. The eligibility is determined according to the terms and conditions set forth in the respective agreements/trust deeds.

The Company has accounted for and disclosed employee benefits in compliance with the provision of IAS19: 'Employee Benefits'.

The cost of employee benefit is charged off as revenue expenditure in the year to which the contributions relate.

The Company's employee benefits include the following:

i) Defined Contribution Plan (Provident Fund)

The Company got recognition from the Commissioner of Taxes its provident fund scheme (Defined Contribution Plan) vide order no.:নথি নংপি.এফঅনুমোদন/৩২/ক:অ:-৩/২০১০-২০১১, তারিখ:২৩/০৩/২০১১ employees of the company eligible to be members of the fund in accordance with the rules of the provident fund constituted under an irrevocable trust. All permanent employees contribute to the provident fund and the Company also makes an equal contribution.

The Company recognizes the contribution to defined contribution plan as an expense when an employee has rendered services to the Company in exchange for such contribution. The legal and constructive obligation is Ltd. to the amount the Company agrees to contribute to the fund.

ii) Defined Benefit Plan (Gratuity)

The Company has formulated a policy related to "Payment of Gratuity" payable to its eligible Permanent Employees who are serving the Company for a considerable duration, at the time of severance of their relationship from the Company. Eligibility for getting the said Benefit mainly depends upon the length of service with the organization subject to compliance of the eligibility criteria as prescribed by the management in the policy and accordingly the company has made necessary provisions (non-funded) in the books of accounts.

iii) Short-Term Employee Benefits

Short-term employee benefits include salaries, bonuses, etc. Obligations for such benefits are measured on an undiscounted basis and are expensed at the time when the related service is provided.

iv) Contribution to Worker's Profit Participation Fund (WPPF) and Worker's Welfare Fund(WWF)

This represents 5% of net profit before tax and before charging the contribution to WPPF by the Company as per provision of section 15 of the Bangladesh Labor (Amendment) Act, 2013 and is payable to a beneficiary as defined in the said law and accordingly the Company has made necessary provision in the books of accounts.

v) Insurance Schemes

Employees of the company are covered under group hospitalization and group term life insurance including accidental benefits. The summary of the plans is stated hereunder:

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A. Group Hospitalization Insurance Plan

In this scheme, the Company covers its employees under hospitalization and other medical expenses related to the hospitalization of the employees from salary Grade M 16 and above. Moreover, employees who belongs to salary grade M 12 and above their spouse is also eligible for the group hospitalization in insurance benefits. The hospitalization benefits are provided to employees as per a three-tier system and each tier of benefits covering from a different group of employees based on salary grade in the Company. The Company pays an annual premium to the insurance Company for this cover of their employees.

B. Group Term Life Insurance Including Accidental Death Benefit

In this policy, all the permanent and salaried employees of the Company are covered. If an insured employee dies irrespective of the cause of death, the Insurance Company upon receipt of written proof pays to the employer the sum insured in respect of that employee as per the terms of the contract between the insurance company and the employer.

Employee Position

During the financial year, there were 9,301 employees employed in the Company, among them 8,062 employees has employed for the full year and the remaining 1,239 employees employed less than a full year.

During the year tax had been deducted at source from the salary income of 2,330 employees as per the provision of section 86 of Income Tax Act 2023 against their payment.

5.12 Share Premium

As per IAS-32 "Financial Instruments: Presentation", Para-37, an entity typically incurs various costs in issuing or acquiring its own equity instruments. Those costs might include registration and other regulatory fees amounts paid to legal, accounting, and other professional advisers, printing costs, and stamp duties. The transaction costs of an equity transaction are accounted for as a deduction from equity (net of any related income tax benefit) to the extent they are incremental costs directly attributable to the equity transaction that otherwise would have not been incurred.

The Company shows share premium account balance after netting off of relevant transaction costs. The balance in the share premium account shall be utilized in accordance with provisions of Section 57(2) of the Companies Act, 1994 and as directed by the Bangladesh Securities and Exchange Commission in this respect from time to time.

5.13 Research Development and Experimental Cost

In compliance with the requirements of IAS-38 "Intangible Assets", research, development, and experimental costs are usually absorbed as revenue charges to the Statement of Profit or Loss and Other Comprehensive Income as and when incurred, as being not material in the company's and /local context.

5.14 Earnings per Share (EPS)

This has been calculated in compliance with the requirement of IAS 33: "Earnings per Share", by dividing the basic earnings by the weighted average number of Ordinary Shares outstanding during the year.

Basic Earnings per Share (Numerator/Denominator)

Earnings (Numerator)

This represents earnings for the year attributable to Ordinary Shareholders.

No. of Ordinary shares (Denominator)

This represents the weighted average number of Ordinary Shares outstanding during the year.

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Diluted Earnings per Share

As per the existing term and conditions of the loans taken by the Company from various financial institutions and banks or contracts with various parties including employees, there is no condition related to the conversion of loan into Ordinary Share Capital or stipulation related to share-based payments for material and services supplied by them to the Company. Hence, the Diluted EPS of the Company is the same as Basic EPS.

5.15 Foreign Currency Transactions

Foreign currency transactions are recorded at the applicable rates of exchange ruling at the transaction date. The monetary assets and liabilities, if any, denominated in foreign currencies at the financial position date are translated at the applicable rates of exchanges ruling at that date. Exchange differences are accounted as revenue expenditure/income in compliance with the provision of IAS 21: "The Effects of Changes in Foreign Exchange Rates". Due to unfavourable fluctuation of Foreign Currency along with the war in between Russia and Ukraine there arisen a significant impact globally on business. During the year the company incurred foreign currency fluctuation losses which has been duly disclosed in the financial statement for the year ended 30 June 2024.

5.16 Triple Bottom Line Practice in ACME

In ACME, we believe that there is more to business than just making a profit. Long-term business success and sustainability rely on economic value, environmental health, and social progress. Our values are rooted in the concept of the 'Triple Bottom Line (TBL)' and we assume ourselves accountable in relationship to Profit, Planet, and People. We strongly believe that earning profit can't be the only goal of any organization, the well-being of the people and environment are also equally important, hence ACME has adopted the Triple Bottom Line concept as its business philosophy.

5.17 Segmental Reporting

As required by IFRS – 8 "Operating Segments", if an entity operates and engages in different economic environments and activities then the entity has to disclose information, to enable users of its Financial Statements to evaluate the nature and financial effects of the business so carried out.

The Company considers the operation on an aggregate basis and manages the operations as a single operating segment. Hence, it is felt that such segment reporting is not required to be disclosed.

5.18 Contingent Liabilities and Contingents Asset

Contingent liabilities and Contingent assets are present or possible obligations or on liabilities or assets, arising from past events and existence of which depends upon the occurrence or non-occurrence of one or more uncertain future events which are not within the control of the Company or which amount of the obligations cannot be measured with sufficient reliability.

5.19 Statement of Cash Flows

Statement of Cash Flows has been prepared in accordance with IAS-7: 'Statement of Cash Flows' by using the direct method.

5.20 Events after the Reporting Period

Events after the reporting period that provide additional information about the Company's position at the date of Statement of Financial Position or those that indicate the going concern assumption is not appropriate are reflected in the Financial Statements. Events after the reporting period that are not adjusting events are disclosed when material.

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5.21 Insurance Claim

The Company recognizes the insurance claim only when the compensation in respect of loss claimed/assessed becomes receivable from the insurer.

5.22 Highest and Lowest Equity Share Price at Stock Exchanges

The monthly highest and lowest price of each equity shares of Taka 10 each fully paid up of the company listed at Dhaka and Chittagong stock exchange during the financial year 2023-2024 is as under:

Trade Name	Date	Dhaka Stock Exchange		Chittagong Stock Exchange	
		Highest Quoted price	Lowest Quoted Price	Highest Quoted price	Lowest Quoted Price
ACMELAB	July 2023	86.00	85.00	88.90	84.80
	August 2023	85.20	85.00	85.10	84.80
	September 2023	85.30	85.00	85.20	84.80
	October 2023	85.00	85.00	84.80	84.80
	November 2023	85.00	85.00	84.80	84.80
	December 2023	85.00	85.00	84.80	84.80
	January 2024	85.00	76.90	84.80	76.90
	February 2024	83.90	78.90	84.00	78.50
	March 2024	79.70	71.60	80.60	72.30
	April 2024	72.30	67.50	72.90	66.90
	May 2024	73.70	66.00	73.60	65.30
	June 2024	69.00	63.20	68.70	63.00

5.23 Grant Income

According to IAS 20, Grant is recognised only when there is reasonable assurance that the entity will comply with any conditions attached to the grant and the grant will be received. A grant relating to assets may be presented as deferred income, or by deducting the grant from the asset's carrying amount. A grant relating to income may be reported separately as 'other income' or deducted from the related expense. During the previous period under Audit the ACME Laboratories Ltd. received a portion of an USAID (ACDI/VOCA Work Order No.: J2052-01) fund for an amount of Taka 9,042,784 for promoting Anti-Microbial Resistance (AMR) Solutions and Embracing One Health Concept to Overcome Animal and Human Health Hazard.

5.24 Production of Validation Batch of API project

The company commenced its production of validation batch of the API (Active Pharmaceutical Ingredient) Project on 22nd May 2024. In line with the requirements of the International Financial Reporting Standards (IFRSs), certain capital assets associated with the production process, including buildings and plant & machinery, have been capitalized within the financial year.

According to IFRS, assets should be capitalized when they are ready for their intended use, which includes conditions of being capable of operating in the manner for which they were intended. As the API Project entered its trial production phase, the related capital assets met these criteria, justifying their capitalization.

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Upon capitalization, these assets have also begun to be depreciated as per the company's policy and applicable accounting standards. Depreciation on the building, plant, and machinery commenced from the date they were considered available for use, i.e., the beginning of Validation batch of production on 22nd May 2024. This depreciation expense has been recorded in the financial statements accordingly, impacting the company's financial performance for the period by reflecting the gradual allocation of these capitalized costs over their useful life.

This approach ensures that the financial records accurately represent the company's investment in the API Project and comply with IFRS requirements, providing a true and fair view of the financial position and performance.

5.25 Risk Management

Efficient and effective Risk management is a part and parcel of today's business. As such, The ACME Laboratories Ltd. would be subject to systematic risks of the industry and market as well. The majority of these risks are commercial and business risks in nature that can be mitigated effectively. Such major risk factors and management approaches on the same are described in brief as under:

Operational Risk

ACME relies on suppliers for ingredients and various third parties for certain manufacturing-related services to produce material that meets appropriate content, quality, and stability standards of the company products and after approval, it is being released for commercial distribution. ACME may not be able to produce its drug substance or drug product to appropriate standards without the required supports from its suppliers and vendors. Again, if it fails to maintain important manufacturing and service relationships, may not find a replacement supplier or required vendor or develop Company's own capabilities which could delay or impair Company's ability to obtain regulatory approval for its products and substantially increase Company's costs or deplete profit margins.

Management Perception

ACME always try to maintain required number of vendors for each and every ingredient and service. The Company maintain purchase relation to all approved vendors through its professional team. Besides, it uses to conduct details vendor verification and its professionals are very conscious and concerned regarding the vendor issue.

Interest Rate Risk

Interest rate risk is the risk that Company faces due to unfavourable movement in the interest rates. Changes in the government's monetary policy, along with increased demand for loans/investments tend to increase the interest rates. Such rises in interest rates mostly affect Companies having floating rate loans or Companies investing in debt securities.

Management Perception

In order to manage this risk and overcome it, the Company exercises prudence in its cash flow management, supported by continued strength in sales and marketing. ACME is very careful in forecasting the prices of ingredients and manages its costs in an effective manner. To maintain an effective rate of return ACME also follow a knowledge and information-based products mix, so as to ensure that the debt repayments are met on schedule, even if the interest rates were to rise.

Exchange Rate Risk

Exchange rate risk occurs due to changes in foreign currency exchange rates. As the Company has taken foreign currency loan (Accepted Import Liabilities), imports major raw materials and some packing materials from abroad and earns most of the revenue in local currency, unfavourable volatility or fluctuation may affect the profitability of the Company. On the other hand, if the exchange rate decreased against local currency opportunities will be created for generating more profit/surplus.

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Management Perception

Management's perception of foreign currency risk depends on factors like the company's risk appetite, its approach to risk management, and the specific nature of its international operations. Companies typically have well-defined strategies and processes in place to address foreign currency risk in a manner that aligns with their overall business objectives.

Industry Risk

The pharmaceutical industry has witnessed challenges such as intellectual property rights, a historic fuel price peak, and material cost increase across the globe. It stands as one of the most challenging and dynamic industries to operate as of date. Fortunately, Bangladesh is the only least developed country that demonstrates significant competencies in the pharmaceuticals industry and it requires a huge quantity of medicine for its present 166 million (approx.) populations.

Management Perception

As the per capital income and per-person consumption of medicine have been increasing over the years, management is optimistic about the growth opportunities of the pharmaceutical industry in Bangladesh. The Company is trying to adopt sophisticated state of art cutting-edge technology-driven manufacturing facilities and making efforts to catch the opportunity of regulated global market apart from the domestic market.

Market Risk

Market risk refers to the risk of adverse market conditions affecting the sales and profitability of the Company. Mostly, the risk arises from falling demand for pharmaceutical products which would adversely affect the performance of the Company. On the other hand, strong marketing and brand management system would help the Company to increase its customer and market base.

Management Perception

The products of the pharmaceuticals industry are of basic nature and have a wide market as they are giving a good market share to The ACME Laboratories Ltd. at present. Hence, it will hardly be the case that there will be a lack of demand for the products. Moreover, as explained earlier, the pharmaceuticals industry is only increasing year-on-year basis and ACME is following a full-proof scientific integrated marketing policy hence, has a marginal probability for shrinkage of the market share.

Technology Related Risk

The pharmaceutical industry is dynamic in nature and heavily driven by technology. Hence, the technology always plays a vital role here. Adaptation of better technology may help to gain remarkable core competencies that certainly create competitive advantages like increase productivity; reduce costs, better perception of customers. Firms are exposed to technology risks when there are better technologies available in the market than one used by the Company which may cause operational inefficiency.

Management Perception

As one of the leading pharmaceutical company of the country, there are clear intent regarding the adaptation of the latest technology in the Company here and the management is aware of technological changes and always trying to adopt new technology according to its needs. Furthermore, routine and proper preventive maintenance of the equipment carried out by the Company ensures longer service life for the existing equipment and facilities. Finally, ACME is committed to holding its leading edge and maintaining quality and brand image.

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Potential or Existing Government Regulations

The Company operates under the Drugs Ordinance 1982, Companies Act 1994, Directorate General of Drug Administration (DGDA) Regulations, Income Tax ACT 2023, Customs Act 1969, Value Added Tax (VAT) Act 1991, and Value Added Tax (VAT) Rules 1991, Bangladesh Securities and Exchange Rules, 1987 and other rules and regulations of the country. Any abrupt changes of the policies made by the regulatory authorities may adversely affect the business of the Company.

Management Perception

Since the product of pharmaceuticals industry is an essential one for lives and it is an import substitute industry and degree of value addition is remarkable, we see the government regulations are mostly investment-friendly for this sector. As ACME is one of the top-ranking pharmaceutical Companies in the country, it is doing business by following all the rules and regulations of the land. Change in regulations will bring changed strategies for doing the business by the dynamic management of the Company.

Potential Changes in Global and National Policies

Changes in Government policies may affect business. 47 least developed countries (LDCs) including Bangladesh are not required to provide patent protection, give exclusive marketing rights to companies with patented products or comply with the "mailbox" program – create a process to receive complaints about pharmaceutical product patent right violations until 1 January 2033, or until such a date on which they cease to be an LDCs Member, whichever date is earlier.

Management Perception

Pharmaceuticals, over the years, have been proved as a thrust sector for the country and growing at a considerable pace each year. In addition, ACME is continuously trying to adopt the right technology and build infrastructure to meet TRIPS standards.

History of Non-operation

The ACME Laboratories Ltd. started its journey in the year 1954 and converted into a private Ltd. company on 17 March 1976 vide registration no. C-4745/163 of 1975-76 under the Companies Act-1913. Since the commencement of its operation, it has had no history of non-operation till now. The Company is running by a professional team and pursues a continuous full-proof market promotion system, which reduces the non-operating risk.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge its obligation. Credit risk information helps users of Financial Statements assess the credit quality of the entity's financial assets and level and sources of impairment loss. Management has a credit policy in place and exposure to credit risk is monitored on an ongoing basis. Risk exposures from other financial assets i.e. cash at the bank and other external receivables are very nominal.

Management Perception

To mitigate the credit risk the management of the Company follows robust credit control and collections policies. The Company has a dedicated credit collections team who are responsible for the collection of dues and they have been demonstrating remarkable performances in collecting receivables as per Company's credit and collection policy.

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June, 2024

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Chartered Accountants

Liquidity Risk

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they fall due. The Company's approach to managing liquidity (Cash and Cash equivalents) is to ensure as far as possible, that it will always have sufficient liquidity to meet its liabilities when due under both normal and stressed conditions without incurring unacceptable losses or bringing damage to the Company's reputation. Typically, the Company ensures that it has sufficient cash and cash equivalent to meet expected operational expenses including financial obligations through the preparation of the cash flow forecast with due consideration of timeline of payment of the financial obligation and accordingly arrange for sufficient funds to make the expected payment within due date.

Management Perception

The management of the company is working relentlessly to minimize the cash operating cycle of the company. The Company maintained a cautious liquidity strategy, with a positive cash balance throughout the year ended 30 June, 2024. Effective liquidity risk management requires both a top-down and a bottom-up approach. Strategy, principles, and objectives are set at Board and Management levels. ACME conducts liquidity management in a manner that maintains stability and flexibility in day-to-day funding activities. Our liquidity risk management starts by managing the daily payment of cheques, daily cash inflow, and outflow, maturity of deposits, and our access to other funding sources as and when required.

5.26 General Comments & Observations

- a) The previous year's figures have been merged/regrouped/reclassified wherever considered necessary to conform to the current year's presentation. Figures have been rounded off to the nearest integer, as the currency represented in this Financial Statements.
- b) All shares are fully paid up.
- c) The company has not incurred any expenditure in foreign currency against royalties.
- d) No foreign exchange was remitted to the relevant shareholders during the year under audit.
- e) No amount of money was expended by the company for compensating any members of the Board for special service rendered.
- f) No brokerage was paid against sales during the year under audit.
- g) There was no bank guarantee issued by the company on behalf of directors.

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
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6.00 Property, Plant and Equipments

Details of Property, Plant and Equipment and Depreciation As at 30 June 2024 are shown in the annexed Schedule - A. This is arrived at as follows:

Cost	37,694,361,902	33,644,996,964
Opening Balance (Cost)	33,644,996,964	28,557,275,477
Add: Addition during the year (Cost)	8,402,015,909	7,405,472,980
Less: Disposal (Cost)	(33,349,985)	(61,910,298)
Less: Adjustment for CWIP/MIT	(4,319,300,986)	(2,255,841,195)
Revaluation (Note-6.A)	5,804,625,688	5,805,191,938
Opening Balance (Revaluation)	5,805,191,938	6,072,284,456
Less: Disposal (Revaluation Surplus)	(566,250)	(267,092,518)
Accumulated Depreciation on Cost	11,007,222,714	9,519,339,679
Opening Balance	9,519,339,679	8,210,457,825
Add: Addition during the year	1,508,428,530	1,359,777,175
Less: Disposal	(20,545,495)	(50,895,321)
Accumulated Depreciation on Revaluation Surplus	833,063,167	787,742,850
Opening Balance	787,742,850	936,238,221
Add: Addition during the year	45,886,567	47,719,316
Less: Disposal	(566,250)	(196,214,687)
Carrying Value		
Cost	26,687,139,188	24,125,657,285
Revaluation Surplus	4,971,562,521	5,017,449,088
Closing balance	31,658,701,709	29,143,106,373

Allocation of depreciation charge for the year has been made in the Financial Statements as follows:

Factory Overhead	1,305,624,681	1,182,297,052
Selling, Marketing and Distribution Expenses	128,230,996	116,118,461
Administrative Expenses	120,459,420	109,080,978
Total	1,554,315,097	1,407,496,491

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
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6.A Revaluation Surplus

Current balance has been arrived as below:

M M Rahman & Co. Chartered Accountants, Dhaka, Bangladesh the valuer revalued the Land and Land Development, Building, Machinery & Equipment ,Motor Vehicle, Utilities Electrical Installation & Engineering and Office Equipment as at 30 June 2021 at " Current Cost Accounting Method (CCA)". Due to these revaluation, a net revaluation surplus amounting to Tk. 15,137,594 arised on dated 30 June 2021. Details of Revaluation Surplus has been given below:

Revaluation Surplus	5,804,625,688	5,805,191,938
Opening Balance	5,805,191,938	6,072,284,456
Less : Adjustment due to disposal/Discard	(566,250)	(267,092,518)
Less: Accumulated depreciation on revaluation & Loss on Disposal	833,063,167	787,742,850
Opening Balance	787,742,850	936,238,221
Add: Depreciation charged for the year	45,886,567	47,719,316
Less: Adjustment due to disposal/Discard	(566,250)	(196,214,687)
Closing balance	4,971,562,521	5,017,449,088

7.A Right-of-Use Assets

Openings Carrying Value	99,533,397	116,116,552
Add: Addition during the year	3,310,933	29,828,047
Less: Depreciation during the year	32,397,381	32,819,718
Less: Expired/Discontinue of lease	-	13,591,484
Closing balance	70,446,949	99,533,397

Disclosure notes regarding ROU Assets given in note number 5.03

7.B Lease Liability

Current Lease Liability	21,488,161	21,855,169
Long term Lease Liability	44,870,025	62,292,535
Closing balance	66,358,186	84,147,704

Disclosure notes regarding ROU Assets given in note number 5.03

8.00 Investment in Securities

Public Ltd. Co.'s Securities (Details are given in Note no. 9.A below)	30,202,129	31,515,977
	30,202,129	31,515,977

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
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8.A Public Ltd. Co.'s Securities

Particulars	No. of Equity Shares held	FV	Average cost per unit	Total cost as at 30.06.2024	Market Price as at 30.06.2024	Unrealized gain/(loss)
AB Bank Ltd.	33,639	10	15.5310	522,446	228,745	(293,701)
Eastern Bank Ltd.	44,440	10	13.1296	583,480	1,155,440	571,960
Pioneer Insurance Co. Ltd.	36,795	10	28.5368	1,050,013	1,736,724	686,711
Southeast Bank Ltd.	33,233	10	15.1810	504,509	309,067	(195,442)
EXIM Bank Ltd.	28,187	10	9.1010	256,530	231,133	(25,397)
Square Pharma Ltd.	106,613	10	173.8867	18,538,586	22,665,924	4,127,338
Square Textile Ltd.	262	10	-	-	12,052	12,052
Grameen Phone Ltd.	16,000	10	294.7140	4,715,424	3,862,400	(853,024)
C & A Textiles Ltd.	92	10	9.4565	870	644	(226)
				26,171,858	30,202,129	4,030,271
Less: Deferred Tax Liability @10% on Un-realized Gain						403,027
Balance as at 30 June 2024				26,171,858	30,202,129	3,627,244
Comparative year as at 30 June 2023				26,171,858	31,515,977	4,809,707

9.00 Inventories

This balance is made up of as follows:

Raw Materials	3,844,388,375	2,966,921,878
Packing Materials	1,344,622,839	1,148,007,252
Work-in-Process	1,067,010,877	863,045,385
Finished Goods	1,663,995,746	1,384,387,903
Printing & Stationery	15,076,532	20,523,057
Spare, Accessories & Others	614,505,163	511,361,834
Closing balance	8,549,599,532	6,894,247,309

10.00 Trade Receivable

Trade Receivable both domestic and exports occurred in the ordinary course of business are unsecured but consider good. The above Trade Receivable is as follows:

Domestic	2,838,098,179	2,372,163,928
Exports	390,649,227	322,039,413
	3,228,747,406	2,694,203,341
Add: Foreign exchange Unrealized Gain	30,267,742	10,868,439
Closing balance	3,259,015,148	2,705,071,780

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
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10.A Trade Receivable

Ageing of the above receivables are given below:

Particulars	Up to 6 Months		Above 6 Months		Total	
	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023
Domestic	2,837,204,661	2,371,262,643	893,518	901,285	2,838,098,179	2,372,163,928
Exports	214,636,452	266,392,129	176,012,775	55,647,284	390,649,227	322,039,413
					3,228,747,406	2,694,203,341
Add: Foreign exchange Gain/(Loss)					30,267,742	10,868,439
Closing balance					3,259,015,148	2,705,071,780

11.00 Other Receivable

Rent on Investment Property	19,386,000	19,386,000
Interest Receivable (Term Deposit)	718,118	473,598
Dividend Receivable on Marketable Securities	28,187	28,187
Closing balance	20,132,305	19,887,785

12.00 Advances, Deposits and Prepayments

The followings items are unsecured but considered good and consists of as follows :

Advances:		
Advance to Employees	792,550,709	771,225,842
Advance for API Industrial Park	270,659,528	242,530,528
Advance to Suppliers and Others	1,272,949,492	1,210,674,268
Deposit :		
Security Deposit and Earnest Money	468,151,294	134,127,361
Presumptive Tax on Share Premium	13,064,814	13,064,814
VAT Deposit on Stock	678,354,509	601,239,352
Prepayments :		
Insurance	17,362,092	15,606,690
Closing balance	3,513,092,438	2,988,468,855

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
13.00	Advance Income Tax		
	The breakup of the above amount is as under:		
	Opening Balance as per last A/C	3,682,324,080	3,119,571,359
	Adjustment of Current Tax Provision and Advance Income Tax for completed assessment		
	For the assessment year 2021-2022	(489,159,082)	-
	For the assessment year 2022-2023	(607,725,334)	-
	Advance Income Tax Refundable for the assessment year 2022-2023	3,563,829	-
	Payment during the year:		
	AIT collected by Customs and Port Authority	453,241,212	271,612,546
	AIT collected by Bank from Export Bills	17,533,211	16,190,994
	AIT deducted against supply of Medicines	72,044,530	56,165,618
	AIT collected by BRTA Authority	12,141,000	11,215,900
	AIT deducted on Bank Interest on FDRs and STD account	776,824	835,774
	AIT deducted from Cash Incentive	19,526,183	2,397,271
	AIT deducted from Dividend Received and others	283,246	334,618
	Paid by pay order:		
	For the assessment year 2023-2024	31,205,194	204,000,000
	For the assessment year 2024-2025	195,000,000	-
	Closing balance	3,390,754,893	3,682,324,080
14.00	Material in Transit		
	Raw Materials	2,284,229,804	2,372,999,408
	Packing Materials	833,556,035	795,195,735
	Spare Parts and Others	204,098,586	171,848,129
	Closing balance	3,321,884,425	3,340,043,272
15.00	Term Deposit		
	As a part of efficient treasury management the company has made some short term investment with various Commercial Banks and Non Banking Financial Institutions which are stated below:		
	Agrani Bank Ltd.	56,320,480	50,446,100
	Closing balance	56,320,480	50,446,100
16.00	Cash and Cash Equivalents		
	Cash in Hand	887,761,342	736,393,037
	Cash at BO Account	1,810,180	677,612
	Cash at Bank	862,442,856	718,306,033
	Closing balance	1,752,014,378	1,455,376,682

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023																																																		
17.00	Share Capital This is arrived at as follows :																																																				
17.1	Authorized Capital 500,000,000 Ordinary share of Tk. 10 each	5,000,000,000	5,000,000,000																																																		
17.2	Issued, Subscribed and Paid - Up Capital: 211,601,700 Ordinary Shares @ Tk. 10 each	2,116,017,000 2,116,017,000	2,116,017,000 2,116,017,000																																																		
17.3	The movement in number of Ordinary Shares during the year is as under Opening Balance Add: Issued during the year Closing Balance	211,601,700 - 211,601,700	211,601,700 - 211,601,700																																																		
17.4	Calculation of Net Asset Value (NAV) per ordinary share of Tk. 10 each: A Total Equity of the Company B Total Number of outstanding ordinary share at the end of the year C Net Asset Value per Ordinary Share (A/B) rounded of upto two decimal places	25,051,830,131 211,601,700 118.39	23,295,116,896 211,601,700 110.09																																																		
17.5	History of allotment of Shares by the Company:																																																				
	<table><tr><th>Date of Allotment</th><th>Particulars of allotment</th><th>Number of ordinary shares allotted</th><th>Face Value (Tk)</th><th>Amount of Share Capital (Tk.)</th></tr><tr><td>17.03.1976</td><td>First (Subscription to the Memorandum and Articles of Association at the time of Incorporation)</td><td>600</td><td>10</td><td>6,000</td></tr><tr><td>16.05.1976</td><td>Second</td><td>29,500</td><td>10</td><td>295,000</td></tr><tr><td>10.08.1989</td><td>Third</td><td>300,000</td><td>10</td><td>3,000,000</td></tr><tr><td>29.11.2006</td><td>Fourth</td><td>9,669,900</td><td>10</td><td>96,699,000</td></tr><tr><td>05.05.2011</td><td>Fifth</td><td>106,000,000</td><td>10</td><td>1,060,000,000</td></tr><tr><td>20.05.2013</td><td>Sixth</td><td>39,631,100</td><td>10</td><td>396,311,000</td></tr><tr><td>26.11.2013</td><td>Seventh</td><td>5,970,600</td><td>10</td><td>59,706,000</td></tr><tr><td>15.05.2016</td><td>Eighth</td><td>50,000,000</td><td>10</td><td>500,000,000</td></tr><tr><td></td><td></td><td>211,601,700</td><td></td><td>2,116,017,000</td></tr></table>	Date of Allotment	Particulars of allotment	Number of ordinary shares allotted	Face Value (Tk)	Amount of Share Capital (Tk.)	17.03.1976	First (Subscription to the Memorandum and Articles of Association at the time of Incorporation)	600	10	6,000	16.05.1976	Second	29,500	10	295,000	10.08.1989	Third	300,000	10	3,000,000	29.11.2006	Fourth	9,669,900	10	96,699,000	05.05.2011	Fifth	106,000,000	10	1,060,000,000	20.05.2013	Sixth	39,631,100	10	396,311,000	26.11.2013	Seventh	5,970,600	10	59,706,000	15.05.2016	Eighth	50,000,000	10	500,000,000			211,601,700		2,116,017,000		
Date of Allotment	Particulars of allotment	Number of ordinary shares allotted	Face Value (Tk)	Amount of Share Capital (Tk.)																																																	
17.03.1976	First (Subscription to the Memorandum and Articles of Association at the time of Incorporation)	600	10	6,000																																																	
16.05.1976	Second	29,500	10	295,000																																																	
10.08.1989	Third	300,000	10	3,000,000																																																	
29.11.2006	Fourth	9,669,900	10	96,699,000																																																	
05.05.2011	Fifth	106,000,000	10	1,060,000,000																																																	
20.05.2013	Sixth	39,631,100	10	396,311,000																																																	
26.11.2013	Seventh	5,970,600	10	59,706,000																																																	
15.05.2016	Eighth	50,000,000	10	500,000,000																																																	
		211,601,700		2,116,017,000																																																	

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
18.00	Share Premium		
	In the year 2015-2016, the company issued 50,000,000 Ordinary Shares of Tk. 10 each of which 30,000,000 Ordinary Shares issued at an issue price of Tk. 85.20 with a premium of Tk. 75.20 each and 20,000,000 Ordinary Shares issued at an issue price of Tk. 77.00 with a premium of Tk. 67.00 each.		
	Opening balance	5,127,599,728	5,127,599,728
	Add : Amount received during the year	-	-
	Closing balance	5,127,599,728	5,127,599,728
19.00	Retained Earnings		
	Opening balance	10,849,777,132	9,124,947,448
	Add: Addition during the year	2,502,067,875	2,359,634,784
	Net Profit after Tax for the year	2,456,181,308	2,303,589,959
	Adjustment for Depreciation on Revaluation Surplus	45,886,567	47,719,316
	Adjustment for disposal of PPE	-	8,325,509
	Less: Adjustment during the year	698,285,610	634,805,100
	Dividend for the year 2022-2023 (comparative year dividend was for the financial year 2021-2022)	698,285,610	634,805,100
	Closing balance	12,653,559,397	10,849,777,132
20.00	Long Term Loans - Net off Current Maturity		
	This represents long term borrowings from Financial Institutions which are as follows:		
	Name of Financial Institution		
	Trust Bank Ltd.	151,796,395	32,785,347
	Dutch Bangla Bank Ltd.	698,496,865	430,572,423
	Eastern Bank Ltd.	289,291,700	763,977,861
	IDLC Finance Ltd.	993,632,394	302,325,910
	Dhaka Bank Ltd.	322,886,161	617,544,901
	Standard Chartered Bank	359,315,705	385,894,702
	IPDC	122,000,000	235,000,000
	HSBC Term Loan	295,560,905	169,273,605
	Lanka Bangla Finance Ltd.	470,000,000	320,000,000
	Prime Bank Ltd.	161,226,320	271,606,500
	Mutual Trust Bank Ltd.	306,238,037	775,683,239
	Bank Asia Ltd.	637,940,102	1,385,612,552
	United Commercial Bank Ltd.	43,695,566	81,911,460
	Brac Bank Ltd.	11,239,500	395,794,747
	IDCOL	1,500,000,000	-
	United Finance Ltd.	390,000,000	-
	Closing balance	6,753,319,650	6,167,983,247

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
21.00	Provision for Gratuity		
	Opening Balance	1,028,075,307	691,751,677
	Add: Provision for the year	485,215,571	384,581,760
	Less: Paid during the year	62,637,002	48,258,130
	Closing Balance	1,450,653,876	1,028,075,307
22.00	Deferred Tax Liability		
	This represents provision made/assets created related to deferred income tax for taxable/deductible temporary differences which is arrived at as follows:		
	Opening Balance	903,141,828	907,586,841
	Add : Deferred Tax Liability/(Assets) created during the year	(28,057,017)	62,819,713
	On account of (deductable) /taxable temporary difference for PPE	(28,743,385)	59,879,260
	On account of (deductable) /taxable temporary difference for unrealized gain on Marketable Securities	(131,385)	(136,686)
	Deferred Tax of Temporary difference on Lease	817,753	3,077,139
	Creation of Deferred Tax Assets	(84,515,714)	(67,264,726)
	On account of Provision for Gratuity	(84,515,714)	(67,264,726)
	Closing Balance	790,569,097	903,141,828
23.00	Loans & Overdrafts		
	This represents the amount are as follows :		
	Name of the Bank		
	Dutch Bangla Bank Ltd.	903,064,182	1,283,838,946
	Standard Chartered Bank	1,609,979,141	1,384,197,598
	Dhaka Bank Ltd.	1,031,006,826	927,123,797
	HSBC	901,816,426	1,768,620,073
	Eastern Bank Ltd.	2,083,824,840	1,210,748,132
	Trust Bank Ltd.	783,799,451	650,713,124
	The City Bank Ltd.	902,296,845	942,350,964
	Prime Bank Ltd.	1,019,846,852	780,525,153
	Mutual Trust Bank Ltd.	633,874,452	310,313,268
	Agrani Bank Ltd.	212,917,241	631,716,095
	Meghna Bank Ltd.	713,066,721	-
	United Commercial Bank Ltd.	368,398,605	451,989,573
	Bank Asia Ltd.	1,778,914,400	1,049,915,406
	Bank Alfalah	442,226,844	449,656,247
	BRAC Bank Ltd.	1,156,187,359	196,760,932
	Pubali Bank Ltd.	511,442,056	484,827,443
	Closing Balance	15,052,662,241	12,523,296,751

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Notes to the Financial Statements
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Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2024
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24.00 Current Maturity of Long Term Loans

This amount represents current portion of long term loans from Bank & Non-Banking Financial Institutions which are repayable within next 12 months from the balance Sheet date :

Name of Financial Institutions:

Trust Bank Ltd.	35,312,427	117,752,568
IDLC Finance Ltd.	118,559,194	151,298,293
IPDC	113,000,000	164,000,000
Eastern Bank Ltd.	218,750,000	125,000,000
HSBC Term Loan	48,264,300	214,671,742
Standard Chartered Bank	152,285,764	152,285,764
Dhaka Bank Ltd.	64,397,087	44,299,843
Dutch Bangla Bank Ltd.	316,747,374	192,762,096
Lanka Bangla Finance Ltd.	260,000,000	160,000,000
Prime Bank Ltd.	112,369,724	243,293,335
Mutual Trust Bank Ltd.	69,637,575	49,523,726
Bank Asia Ltd.	454,943,098	403,414,572
United Commercial Bank Ltd.	39,084,832	35,677,984
United Finance Ltd.	112,000,000	-
Closing Balance	2,115,351,375	2,053,979,923

25.00 Trade Payables

Trade Creditors	603,668,457	490,891,189
Closing Balance	603,668,457	490,891,189

26.00 Provision for Income Tax

Opening Balance	3,255,425,419	2,661,467,504
Add: Provision during the year	859,977,739	593,957,915
Less: Adjustment of current Tax Provision and Advance Income Tax for completed assessment		
For the assessment year 2021-2022	(489,159,082)	-
For the assessment year 2022-2023	(604,161,505)	-
Closing Balance	3,022,082,571	3,255,425,419

26.A Income Tax Provision during the year

Provision made during the year	859,977,739	593,957,915
Closing Balance	859,977,739	593,957,915

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

FAMES & R
Chartered Accountants

Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
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27.00 Liability for Expenses and Others

This is arrived at as follows:

Salary & Allowances	29,276,353	27,732,201
Power & Electricity	27,202,548	14,139,735
Postage & Telephone	617,621	624,682
Gas Bill	13,645,728	40,150,073
Audit Fee	600,000	550,000
WASA Bill	155,479	256,360
Workers Profit Participation Fund (WPPF) and Workers Welfare Fund (WWF) 27.A	170,832,766	162,056,009
Advance against Export Sales	111,825,962	48,199,215
Interest on WPPF and WWF	17,898,066	17,679,095
VAT Payable	297,740,190	226,247,636
Other Expenses and TDS & VDS	42,042,390	63,823,121
Closing balance	711,837,103	601,458,127

27.A Workers Profit Participation Fund (WPPF) and Workers Welfare Fund (WWF)

The company makes a regular allocation of 5% on net profit before tax to this funds and payment is made to the workers as per provisions of Labor Law 2006 as amended in 2013.

Opening Balance	162,056,009	188,780,053
Add: Addition for the year	160,185,885	144,661,977
Less: Payment during the year	151,409,128	171,386,021
Closing Balance	170,832,766	162,056,009

28.00 Dividend Payable

The Board of Directors proposed 33% cash dividend of Tk. 698,285,610 for the year 2022-2023 which was duly approved in the 47th AGM by the shareholders . The details are stated below:

Opening Balance	6,505,219	4,377,373
Add: Final dividend declared for the year 2022-2023 (Gross)	698,285,610	634,805,100
Less: Dividend paid to Shareholders	699,917,730	631,309,823
Less: Unclaimed Dividend Transferred to Capital Market Stabilization Fund (Note-28.B)	1,041,400	1,367,431
Dividend Payable	3,831,699	6,505,219

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Chartered Accountants

Note No.	Particulars	Amount (Tk.) 30-06-2024	Amount (Tk.) 30-06-2023
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28.A Dividend payable

As per BSEC Directive no.BSEC/CMRRCD/2021-386/03 dated 14th January, 2021 Dividend payable not more than 03 years are as follows:

S.L	Financial Year	Dividend	% of Dividend	No. of BO	Date of AGM	Dividend Payable (Tk.)
1	2020-2021	Cash	25%	1,281	26.12.2021	1,601,596
2	2021-2022	Cash	30%	1,197	20.12.2022	1,338,067
3	2022-2023	Cash	33%	913	18.12.2023	892,036

3,831,699

Less: Unclaimed Dividend during the year

Dividend payable as at 30 June 2024

-

3,831,699

Dividend payable as at 30 June 2023

6,505,219

28.B Unclaimed Dividend Account

Referring to the BSEC Directive no.BSEC/CMRRCD/2021-386/03 dated 14th January, 2021 Unclaimed dividend of more than 03 years as at 30 June 2024 is as under:

S.L	Financial Year	Dividend	% of Dividend	No. of BO	Date of AGM	Unclaimed Dividend (Tk.)
1	2019-2020	Cash	25%	1,526	10.12.2020	1,041,400

1,041,400

Less: Unclaimed Dividend Transferred to Capital Market Stabilization Fund (CMSF) during the year

Unclaimed Dividend as at 30 June 2024

1,041,400

-

Unclaimed Dividend as at 30 June 2023

-

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at and for the year ended 30 June 2024

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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
29.00	Revenue		
	This is made up as follows:		
	Gross Turnover		
	Domestic	35,055,671,071	29,467,078,592
		35,055,671,071	29,467,078,592
	Export		
	Own Products	1,774,843,230	1,598,964,358
		1,774,843,230	1,598,964,358
	Others		
	Toll Manufacturing Charge	906,626	471,130
		906,626	471,130
	Total Gross Turnover	36,831,420,927	31,066,514,080
	Less: VAT	4,899,790,531	4,118,806,060
	Net Turnover	31,931,630,396	26,947,708,020

The Summarized Sales and Production Quantities are as follows:

Quantity in Thousand					
Name of Category	Unit	Opening Balance	Production/Purchase	Sales Consumption	Closing Balance
Human					
Tablet	Pcs	440,212	6,330,265	6,329,628	440,849
Capsule	Tube	40,125	886,228	836,122	90,230
Liquid/Handrub/Sanitizer	Bottles	6,455	75,477	75,040	6,892
Dry Syrup/Powder	Phials	964	16,399	15,925	1,437
Ointment/Gel	Pcs	434	4,144	4,170	408
Cream	Bottles	1,075	13,716	14,137	654
Suppository	Tube	3,101	43,589	44,656	2,033
Inhaler (DPI)	Pcs	6,602	98,393	98,256	6,739
Inhaler (MDI)	Pcs	102	1,986	1,975	113
Eye/Ear/Nasal Drop	Cans	1,821	23,940	23,949	1,811
Injection (Vial & Amps)	Pcs	2,122	45,671	45,635	2,158
Infusion	Pcs	724	4,353	4,970	107
Sachet/Premix	Bottles	847	55,067	54,642	1,271
Veterinary					
Bolus	Pcs	33,346	619,820	606,192	46,974
Liquid	Kg	1,683	10,961	11,215	1,429
Premix	Pcs	4,909	71,692	71,632	4,970
WSP	Pcs	2,006	29,782	30,370	1,418
Injection	Vial	1,715	14,343	12,753	3,305
Herbal & Ayurvedic					
Capsule	Pcs	449	25,993	25,297	1,145
Liquid	Pcs	1,099	18,536	18,340	1,295
Tablet	Pcs	1,211	39,245	39,042	1,414

The ACME Laboratories Ltd.

Notes to the Financial Statements

As at and for the year ended 30 June 2024

Note No.	Particulars	Amount in Taka	
		July 2022 to June 2024	July 2021 to June 2023
30.00	Cost of Goods Sold		
	This is arrived at as follows :		
	Raw Materials Consumed (Refer Note 30.A)	9,590,223,625	8,170,998,267
	Packing Materials Consumed (Refer Note 30.B)	4,552,409,638	3,999,516,417
	Work in Process (Opening)	863,045,385	581,931,525
	Work in Process (Closing)	(1,067,010,877)	(863,045,385)
	Material Consumption during the year	13,938,667,771	11,889,400,824
	Factory Overhead (Refer Note 30.C)	5,017,774,530	4,060,423,297
	Cost of Production	18,956,442,301	15,949,824,121
	Opening Stock of Finished Goods	1,384,387,903	1,450,565,230
	Finished Goods Available	20,340,830,204	17,400,389,351
	Closing Stock of Finished Goods	(1,663,995,746)	(1,384,387,903)
	Cost of Goods Sold	18,676,834,458	16,016,001,448

30.A Raw Materials Consumed

Opening Stock of Raw Materials	2,966,921,878	2,230,385,076
Purchase during the year	10,467,690,122	8,907,535,069
Closing Stock of Raw Materials	(3,844,388,375)	(2,966,921,878)
Raw Materials Consumed	9,590,223,625	8,170,998,267

Item wise Summarized Quantity and total number of ingredients are as follows:

Particulars	Quantity (Pcs)	Quantity (kg)		Quantity (Liter)		Quantity (Pcs)	
	Cap Shell	Active	Excepients	Active	Excepients	Active	Excepients
Opening Balance	293,492,449	2,970,291	1,718,038	2,997	28,112	8,622	448,115
Purchase	1,018,801,022	8,415,467	9,419,635	11,479	100,527	80,996	1,121,582
Available for use	1,312,293,471	11,385,758	11,137,673	14,476	128,639	89,618	1,569,697
Closing Balance	400,045,971	3,142,415	1,739,964	6,122	30,237	14,516	457,239
Consumption	912,247,500	8,243,343	9,397,709	8,354	98,402	75,102	1,112,458

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at & for the year ended 30 June 2024

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Chartered Accountants

Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
30.B	Packing Materials Consumed		
	Opening Stock of Packing Materials	1,148,007,252	1,107,509,885
	Purchase during the year	4,749,025,225	4,040,013,784
	Closing Stock of Packing Materials	(1,344,622,839)	(1,148,007,252)
	Packing Materials Consumed	4,552,409,638	3,999,516,417

The Total Quantity of Packing Materials are as under:

Qty in Thousand					
Name of Category	Unit	Opening Balance	Purchase	Consumption	Closing Balance
Bottle	Pcs	18,003	113,053	115,193	15,863
Carton	Pcs	48,144	203,012	203,801	47,355
Plastic Item	Pcs	24,935	216,102	215,059	25,978
Cap	Pcs	19,552	135,678	130,974	24,255
Catch Cover	Pcs	18,001	46,177	49,616	14,562
Inner Leaflet	Pcs	42,103	173,932	172,887	43,147
Label	Pcs	6,393	81,647	81,572	6,468
Shipping Box Label	Pcs	7,126	12,675	12,374	7,427
PVC/PVDC	kgs	788	1,629	1,639	778
Shipping Box	Pcs	1,245	12,829	12,806	1,269
Tube	Pcs	2,756	15,102	14,359	3,499
Al. Foil- Blister	Kgs	133	299	341	91
Al. Foil- Strip	Kgs	382	1,426	993	814
Inner Board	Pcs	655	1,659	1,653	660
Vial and Ampoule	Pcs	25,699	47,729	46,669	26,759
Sticker Label	Pcs	32,566	150,032	148,925	33,673

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at & for the year ended 30 June 2024

FAMES & R
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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
30.C	Factory Overhead		
	This is made up as follows :		
	Salary & Daily Wages	1,864,708,722	1,592,297,892
	Gratuity	113,516,802	80,015,960
	Group Insurance Premium	4,435,061	3,400,197
	Company's Contribution to RPF	40,464,693	36,422,360
	Postage & Telephone	7,673,692	7,342,636
	Fuel & Electricity	661,382,325	346,295,470
	Gas Bill	374,929,103	332,447,698
	Factory Staff Uniform	11,246,599	7,660,116
	Carriage Inward	6,883,807	4,047,677
	Repairs & Maintenance	140,712,926	100,771,916
	Insurance	26,191,306	25,678,534
	Fees, Renewal and Taxes	2,926,273	2,444,472
	Printing, Stationery & Others	67,422,704	49,640,985
	Research, Analysis & Product Development	32,993,841	25,748,650
	Medical, Welfare & Recreation	10,036,002	9,505,153
	Entertainment	32,552,977	31,671,060
	Canteen Expenses	83,389,471	54,408,719
	Spare Parts	226,921,977	165,171,085
	Travelling & Conveyance	3,761,568	3,155,665
	Depreciation	1,305,624,681	1,182,297,052
		5,017,774,530	4,060,423,297
31.00	Other Income		
	This is made up as follows :		
	Income/(Loss) from sale of Motor Vehicle	(3,937,258)	1,318,519
	Gain on sale of Land	-	2,539,500
	Loss on Discard of Building	-	(1,367,385)
	Interest on STD and SND Account	293,205	2,317,598
	Translation Gain/(loss) for foreign currency fluctuation	(180,999,649)	(94,558,711)
	Settlement Gain/(loss) for foreign currency fluctuation	(207,429,221)	(102,925,186)
	Interest on Term Deposit	3,837,495	3,001,147
	Dividend Income on marketable securities	1,416,256	1,673,207
	Cash incentive received against export sales	195,568,500	23,972,711
	Grant Received	-	9,042,784
	Gain on Discontinuation of Lease (As per IFRS-16 lease)	646,312	-
	Sale of Scrap	27,358,116	20,047,099
		(163,246,244)	(134,938,717)

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
32.00	Selling, Marketing and Distribution Expenses		
	This is made up as follows :		
	Salary, Daily Wages, TA/DA, Travelling Kits & Others	4,274,791,157	3,542,097,772
	Gratuity	298,587,302	247,631,049
	Group & Health Insurance Premium	8,048,512	6,950,960
	Company's Contribution to RPF	101,221,773	93,354,091
	Electricity & WASA, Gas	23,601,540	19,307,792
	Fuel for Generator	3,575,344	4,668,160
	Postage & Telephone	49,654,183	49,160,062
	Printing, Stationery & Others	52,210,939	48,162,423
	Vehicle Expenses	179,746,154	169,558,128
	Carriage Outward	199,782,302	176,613,548
	Seminar & Conference	32,586,380	28,290,348
	Medical Expenses	386,844	525,937
	Sales Promotion Expenses	173,926,296	140,471,204
	New Products Induction Expenses	326,164	717,720
	Export Expenses	75,581,939	67,586,155
	Welfare & Recreation	3,220,131	3,689,666
	Free Sample	161,606,477	135,863,171
	Insurance	13,747,322	14,574,569
	Fees & Renewals	34,042,625	28,669,456
	Repair & Maintenance	23,282,276	18,110,585
	Entertainment	61,467,357	60,053,634
	Advertisement	4,839,027	6,121,535
	Depreciation of Right-of-Use Assets (As per IFRS 16-Ref Note 7.A)	32,397,381	32,819,718
	Adjustment due to discontinuation of Lease rental	-	2,695,536
	Depreciation	128,230,996	116,118,461
		5,936,860,421	5,013,811,680

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023

33.00 Administrative Expenses

This is made up as follows :

Salary & Daily Wages	943,977,020	804,431,121
Group & Health Insurance Premium	1,656,772	2,865,100
Gratuity	73,111,467	56,934,751
Company's Contribution to RPF	14,272,898	13,490,926
Directors Remuneration	45,600,000	45,600,000
Directors Sitting Fees	3,776,667	4,583,333
Postage & Telephone	8,205,323	7,198,233
Electricity ,Gas & WASA	16,738,502	15,378,947
Fuel for Generator & Vehicle	13,934,307	14,603,541
Conveyance	3,108,123	2,350,473
Refreshment Expenses	15,776,700	15,202,910
Office General Expenses	10,057,336	8,716,893
Vehicle Expenses	15,690,668	14,802,238
Advertisement for Recruitment & Others	4,022,726	7,176,597
Printing, Stationery & Others	11,331,862	10,623,401
Intangible Assets Amortization	-	3,875
Newspaper & Periodicals	97,023	42,931
AGM Expenses	1,313,542	1,131,696
Expenses for Legal Procedure	2,195,385	1,901,990
Professional Fee	15,157,315	13,773,939
Audit Fees	600,000	550,000
Medicine Expenses	8,532,183	7,596,640
Uniform and Liveries	945,595	1,130,578
Travelling Expenses	14,324,715	12,149,767
Repair and Maintenance	15,299,674	11,356,530
Insurance	923,930	863,159
Municipal Tax	3,895,432	3,886,823
Fees and Renewals	17,150,358	14,992,615
Welfare and Recreation	18,735,742	15,976,461
Contribution to CSR Activities	2,309,737	1,000,000
Product Registration (USFDA) & Others	67,241,914	66,223,846
Depreciation	120,459,420	109,080,978
	1,470,442,336	1,285,620,292

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
34.00	Financial Expenses		
	This is made up as follows :		
	Interest on Cash Credit	187,005,791	140,388,897
	Interest on Overdraft	185,274,823	114,972,444
	Interest on MTL & LTR	110,289,297	70,593,206
	Interest on Revolving & STL	920,531,870	598,528,272
	Interest on Lease Finance	209,959,828	117,770,740
	Interest on Term Loan	368,191,526	224,655,642
	Interest on Accepted Import Loan	294,030,120	150,453,505
	Interest on WPPF & WWF	14,466,198	13,465,684
	Interest on Lease Liability (For right-of-use assets as per IFRS 16)	7,573,290	8,251,799
	Bank Charge	23,020,608	20,354,170
		2,320,343,351	1,459,434,359
35.00	Contribution to Workers Profit Participation Fund and Welfare Fund		
	This represent 5% of net profit before tax after charging contribution as per provision of section 15 of Bangladesh Labor Law 2006		
	Contribution to WPPF and Welfare Fund	160,185,885	144,661,977
		160,185,885	144,661,977
36.00	Income Tax Expenses		
	This is arrived at as follows :		
A	Current Tax Expenses		
	Current Tax for the year under review	859,977,739	593,957,915
		859,977,739	593,957,915
B	Deferred Tax Expenses/(Income)		
	Deferred Tax Expenses/(Income)	(112,441,346)	(4,308,327)
		(112,441,346)	(4,308,327)
		747,536,393	589,649,588

The ACME Laboratories Ltd.
Notes to the Financial Statements
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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
36.1	Reconciliation of Effective Tax Rate		
	Net Profit Before Tax	3,203,717,701	2,893,239,547
	Current Tax Expenses	859,977,739	593,957,915
	Deffered Tax Expenses/(Income)	(112,441,346)	(4,308,327)
		747,536,393	589,649,588
	Effective Tax Rate	23.33%	20.38%
37.00	Basic /Diluted Earnings Per Share (EPS)		
	Net Profit After Tax for the year	2,456,181,308	2,303,589,959
	Weighted Average Number of Shares Outstanding during the year (37.1)	211,601,700	211,601,700
	Basic Earnings Per Share	11.61	10.89
	Diluted Earnings Per Share	11.61	10.89
	Refer Policy notes 5.15		
37.1	Number of Ordinary Shares Outstanding		
	211,601,700 Ordinary Shares @ Tk.10/- each.	211,601,700	211,601,700
		211,601,700	211,601,700
37.2	Weighted Average Number of Ordinary Shares		
	211,601,700 Ordinary Shares @ Tk.10/- each.	211,601,700	211,601,700
		211,601,700	211,601,700
38.00	Net Operating Cash Flows Per Share		
	Net cash generated from operating activities	1,954,988,238	1,258,883,170
	Weighted average number of shares outstanding during the year	211,601,700	211,601,700
	Net Operating Cash Flows Per Share	9.24	5.95

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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
39.00	Reconciliation of Net Income or Net Profit with Cash Flows from Operating Activities-Indirect Method		
	Net Profit after Tax	2,456,181,308	2,303,589,959
	Add: Non Cash Items	1,588,718,553	1,438,988,465
	Less: Net Increase/Decrease in Current Asset	2,389,730,857	3,463,802,132
	Add: Net Increase/Decrease in Current Liabilities	412,391,965	984,551,891
	Add: Deferred Tax Liability (Created during the year)	(112,572,731)	(4,445,013)
	Net cash generated from operating activities-In Direct Method	1,954,988,238	1,258,883,170
	Net cash generated from operating activities-Direct Method	1,954,988,238	1,258,883,170

40.00 Related Party Disclosures

The Company carried out a number of transactions with related parties in the normal course of business and on arms length basis. The Directorship of the company mostly are common. The nature of the transaction and their relative value is shown below:

Name of the company	Relationship	Nature of Transaction	2023-2024		2022-2023	
			Value of transaction during the year	Balance as at 30 June, 2024	Value of transaction during the year	Balance as at 30 June, 2023
Sinha Printers Ltd.	Common Director	Local Supply Received	1,353,760,282	(552,532,742)	1,103,233,461	(448,050,049)
ACMUNIO Int. Ltd.	Common Director	Advance	-	86,479,473	-	86,479,473
		Rent on Investment Property	-	19,386,000	-	19,386,000
The ACME Agrovat & Beverages Ltd.	Common Director	Local Supply Received	650,959,927	105,295,465	386,708,913	53,447,784
Kalyar Packaging Ltd.	Common Director	Local Supply Received	284,846,149	(25,641,729)	267,782,258	(14,154,420)
Kalyar Replica Ltd.	Common Director	Local Supply Received	583,498,770	91,815,546	308,461,267	45,079,763
ACME Consumer Ltd.	Common Director	Local Supply Received	26,890,607	(5,403,251)	23,343,662	(6,033,191)
Sinha Logistics & Transport Ltd.	Common Director	Carrying Contractor	143,351,694	(5,772,155)	120,693,270	(2,181,741)

The ACME Laboratories Ltd.
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Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023

41.00 Details regarding disposal of Motor Vehicle:

SL	Particulars	Cost/Revaluation (Tk.)		Acc. Depreciation		Carrying Value (Tk.)		Sales Price (Tk.)	Disposition of total Gain/(Loss)	
		Cost	Revaluation Surplus	Cost	Revaluation Surplus	Cost	Revaluation Surplus		Charged to P/L (Tk.)	Total (Tk.) for the year 2023-2024
1	DHAKA METRO GA-35-3388	3,213,950	-	3,213,950	-	-	-	500,000	500,000	500,000
2	DHAKA METRO-CHA-56-0419	2,695,750	-	2,695,750	-	-	-	450,000	450,000	450,000
3	DHAKA METRO CHA-56-1113	2,669,089	-	1,508,122	-	1,160,967	-	531,252	(629,715)	(629,715)
4	DHAKA METRO CHA-56-0997	2,700,025	-	2,325,538	-	374,487	-	525,000	150,513	150,513
5	DHAKA METRO GA-42-4955	3,146,096	-	1,454,195	-	1,691,901	-	576,784	(1,115,117)	(1,115,117)
6	DHAKA METRO GA-34-8156	2,066,276	-	1,031,385	-	1,034,891	-	516,570	(518,321)	(518,321)
7	DHAKA METRO GA-32-9784	3,011,307	-	1,589,451	-	1,421,856	-	2,260,000	838,144	838,144
8	DHAKA METRO GA-34-8147	3,017,270	-	1,506,075	-	1,511,195	-	754,321	(756,874)	(756,874)
9	DHAKA METRO GA-42-7996	2,341,839	-	1,044,135	-	1,297,704	-	585,460	(712,244)	(712,244)
10	DHAKA METRO GA-42-3576	2,649,149	-	1,055,717	-	1,593,432	-	838,897	(754,535)	(754,535)
11	DHAKA METRO GA-43-8839	1,915,793	-	658,006	-	1,257,787	-	478,948	(778,839)	(778,839)
12	DHAKA METRO GA-26-1368	3,357,190	-	1,896,922	-	1,460,268	-	625,000	(835,268)	(835,268)
13	DHAKA METRO-MA-51-0712	288,125	288,125	288,125	288,125	-	-	75,000	75,000	75,000
14	DHAKA METRO MA-51-0711	278,125	278,125	278,125	278,125	-	-	75,000	75,000	75,000
15	DHAKA METRO MA-51-1450	1	-	1	-	-	-	75,000	75,000	75,000
Total		33,349,985	566,250	20,545,495	566,250	12,804,490	-	8,867,232	(3,937,258)	(3,937,258)

42.00 Directors Remuneration and Sitting Allowance

Directors remuneration (Including MD's Remuneration for CY/PY amounting to Tk. 12,000,000)

45,600,000 45,600,000

Directors Sitting fees (Including MD's Sitting Allowance for CY Tk. 256,667/PY Tk. 345,000)

3,776,667 4,583,333

49,376,667 50,183,333

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at & for the year ended 30 June 2024

FAMES & R
Chartered Accountants

Note No.	Particulars	Amount in Taka	
		July 2023 to June 2024	July 2022 to June 2023
43.00	Audit Fees	600,000	550,000
		600,000	550,000

44.00 Contingent Liability

Large Tax payer unit(LTU),North Commissionerate and Directorate,Inspection,Intelligence & Investigation under National Board of Revenue(NBR) against 3(three) claims of VAT, another 1(one) regarding VAT on VAT exempted medicine and remaining one for reopening of audit proceeding, another 1(one) arising out of review by custom officials, another 1 (one) arising out of review of VAT return by VAT officials and last 1 (one) arising out of VAT officials. The ACME Laboratories Ltd. has filed 7(Seven) writ petitions in The Honorable High Court Division of the Supreme Court of Bangladesh separately vide no. 8650/2008, 785/2009,3948/2004, 14250/2016, 4478/2002, 5196/2015 and 2477/2015 respectively against the said claims. The company reviews status of the same on every reporting date. Details of current status are given/result are as below:

SL No.	Writ No.	Value in Taka	Reason	Expiry Date/Result
1	8650/2008	Non-monitory	Medicine supply to ICDDR,B as Exempted	Valid up to disposal of hearing
2	785/2009	13,097,829	Rebate for exempted medicine	Valid up to disposal of hearing
3	3948/2004	2,730,765	Rebate cancel	Disfavor of our company and further leave to appeal no.1569
4	14250/2016	Non-monitory	Re-initiation and reopening of audit proceedings	Valid up to disposal of hearing
5	4478/2002	665,525	Difference in rate of custom duty with the department.	Verdict has already been given by the Honourable High Court Division but formal demand yet to receive from concern authority.
6	5196/2015	249,018,448	Premix supply as VAT exemted but VAT authority claim to impose VAT at mfg. Stg.	Valid up to disposal of hearing
7	2477/2015	4,000,000	The Writ against penalty in connection with Audit claim after adjustment Tk.7,711,245.36	Valid up to disposal of hearing
Total		269,512,567		

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at & for the year ended 30 June 2024

FAMES & R
Chartered Accountants

45.00 Un Expired Bank Guarantees

Details of Unexpired Bank Guarantees of Tk. 1,680,263,794 (as at 30 June 2023 the amount was Tk. 121,736,182) given in the normal course of business on behalf of the company to various parties as at 30 June 2024 are as follows -

SL No.	Name of Bank	Date of Expiry	Amount in BDT
01	Trust Bank PLC	15.05.2026	12,401,250
02	Trust Bank PLC	15.05.2026	316,050
03	Trust Bank PLC	15.05.2026	2,320,400
04	Trust Bank PLC	15.05.2026	252,700
05	Trust Bank PLC	22.10.2026	1,093,820
06	Trust Bank PLC	30.10.2027	292,800
07	Trust Bank PLC	30.10.2027	699,400
08	Trust Bank PLC	30.10.2027	2,492,100
09	Trust Bank PLC	30.10.2027	366,300
10	Trust Bank PLC	31.08.2024	1,251,880
11	Trust Bank PLC	31.08.2024	1,940,420
12	Trust Bank PLC	31.08.2024	1,055,700
13	Trust Bank PLC	31.08.2024	8,366,400
14	Trust Bank PLC	01.03.2025	5,000,000
15	Trust Bank PLC	06.06.2025	5,785,400
16	Trust Bank PLC	05.09.2027	428,600
17	Trust Bank PLC	05.09.2027	4,252,500
18	Trust Bank PLC	06.04.2025	510,008
19	Trust Bank PLC	31.12.2024	18,247,680
20	Trust Bank PLC	31.08.2024	590,000
21	Trust Bank PLC	15.08.2024	900,000
22	Trust Bank PLC	30.10.2024	901,400
23	Trust Bank PLC	31.07.2024	2,800,000
24	Trust Bank PLC	15.07.2024	1,450,000
25	Trust Bank PLC	07.01.2029	4,742,700
26	Trust Bank PLC	22.01.2026	1,412,462
27	Trust Bank PLC	05.08.2025	1,413,385
28	Trust Bank PLC	05.05.2026	3,350,864
29	Trust Bank PLC	31.12.2025	7,498,639
30	Trust Bank PLC	31.12.2025	2,969,570
31	Trust Bank PLC	11.06.2025	2,147,168
32	Trust Bank PLC	16.08.2025	1,105,901
33	Trust Bank PLC	16.08.2025	1,660,030

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at & for the year ended 30 June 2024

FAMES & R
Chartered Accountants

34	Trust Bank PLC	16.08.2025	1,792,772
35	Trust Bank PLC	16.08.2025	1,070,725
36	Trust Bank PLC	20.12.2025	4,924,392
37	Trust Bank PLC	07.01.2029	31,942,700
38	Trust Bank PLC	16.08.2024	163,050
39	Trust Bank PLC	11.05.2025	480,674
40	Trust Bank PLC	05.09.2024	4,077,075
41	Trust Bank PLC	17.09.2024	4,089,813
42	Trust Bank PLC	21.08.2024	4,234,169
43	Trust Bank PLC	25.09.2024	8,111,167
44	Dutch Bangla Bank PLC	17.10.2026	249,800
45	Dutch Bangla Bank PLC	17.10.2026	180,900
46	Dutch Bangla Bank PLC	25.05.2027	766,350
47	Dutch Bangla Bank PLC	25.05.2027	164,680
48	Dhaka Bank PLC	26.09.2024	350,000,000
49	Bank Asia PLC	08.10.2024	200,000,000
50	Eastern Bank PLC	18.06.2025	334,000,000
51	Mutual Trust Bank PLC	20.06.2025	300,000,000
52	BRAC Bank PLC	25.06.2025	334,000,000
Total			1,680,263,794

46.00 Claim not acknowledge as debts

There is no claim against the company which have not been acknowledged as debt as at 30 June 2024.

The ACME Laboratories Ltd.
Notes to the Financial Statements
As at & for the year ended 30 June 2024

FAMES & R
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47.00 Production Capacity and Utilization

(Quantity in Thousand)

Name of Category	Unit	Production Capacity		Actual Production			
		2023-2024	2022-2023	2023-2024	%	2022-2023	%
Human							
Tablet	Pcs	10,787,021	8,508,470	6,330,265	58.68	4,775,754	56.13
Capsule	Pcs	1,087,635	887,663	886,228	81.48	720,148	81.13
Liquid	Bottle	90,180	90,180	75,477	83.70	75,361	83.57
Dry Syrup	Bottle	23,135	20,578	16,399	70.88	14,538	70.65
Ointment	Tube	7,013	7,013	4,144	59.08	4,097	58.42
Cream	Tube	19,000	19,000	13,716	72.19	8,759	46.10
Suppository	Pcs	51,866	51,866	43,589	84.04	43,250	83.39
Inhaler (DPI)	Cans	166,560	118,306	98,393	59.07	62,661	52.97
Inhaler (MDI)	Canist.	5,999	5,999	1,986	33.10	1,950	32.51
Eye/Ear/Nasal Drop	Phials	43,648	39,347	23,940	54.85	22,569	57.36
Injection (Vial & Amps)	Pcs	93,037	90,488	45,671	49.09	45,378	50.15
Infusion	Pcs	6,408	6,408	4,353	67.92	4,785	74.67
Sachet	Pcs	127,933	94,305	55,067	43.04	52,266	55.42
Veterinary							
Bolus	Pcs	955,482	955,482	619,820	64.87	502,291	52.57
Liquid	Pcs	27,621	25,995	10,961	39.68	11,227	43.19
Premix	Pcs	93,166	93,166	71,692	76.95	46,807	50.24
WSP	Pcs	75,955	75,955	29,782	39.21	25,236	33.23
Injection	Vial	31,810	31,810	14,343	45.09	14,017	44.07
Herbal & Ayurvedic							
Capsule	Pcs	60,357	45,357	25,993	43.07	19,252	42.45
Liquid	Pcs	27,095	23,214	18,536	68.41	17,338	74.69
Tablet	Pcs	105,032	85,032	39,245	37.37	30,191	35.51

48.00 VAT Return and Auditing status as at 30.06.2024

The Company deposits VAT & filing VAT returns on monthly basis with the concern authority. The authority has conducted and completed their audit up to the financial year 2019-20. Due to change of commissioner, new commissioner has issued a letter to the company in respect of conducting re-audit for the financial year 2014-15. However, the company has filed a Writ petition with High Court Division of the Honorable Supreme Court of Bangladesh. But decision is yet to come in this regard. Further, at reporting date the audit for the financial year 2020-2021, 2021-2022 & 2022-2023 are under process and documents/information have been submitted by the company as and when required. Subsequently, the audit has been completed.

CHECKLIST FOR ANNUAL REPORT REVIEW

Sl.	Particulars	Page No.
	BOARD OF DIRECTORS, CHAIRMAN AND CEO	
1	Size of the Board of Directors [shall not be less than 5 and more than 20]	40-41, 54-55, 57, 102, 138
2	Profile of the Directors	42-49
3	Company's policy on appointment of directors disclosed.	149 -150
4	Adequate representation of non-executive directors i.e. one third of the board, subject to a minimum of two	54, 102
5	At least 2 (two) directors or one-fifth (1/5) of the total number of directors whichever is higher, shall be independent directors on the board and disclosure / affirmation of the board on such director's independence.	102, 104, 106-107
6	Chairman to be independent of CEO	103
7	Responsibilities of the Chairman of the Board appropriately defined and disclosed. Disclosure of independence of Non-Executive Directors	103
8	Existence of a scheme for annual appraisal of the board's performance and disclosure of the same.	106, 112
9	Disclosure of policy on annual evaluation of the CEO by the Board.	112-113
10	Disclosure of policy on training (including details of the continuing training program) of directors and type and nature of training courses organized for directors during the year Existence of a scheme for annual appraisal of the boards performance	106, 112-113
11	At least one director having thorough knowledge and expertise in finance and accounting to provide guidance in the matters applicable to accounting and auditing standards to ensure reliable financial reporting.	48-49, 104
12	Disclosure of number of meetings of the board and participation of each director (at least 4 meetings are required to be held)	54
13	Directors issue a report on compliance with best practices on Corporate Governance that is reviewed by the external auditors	102-108, 137-155
	Board Independence & Governance	
14	Transparent Board nomination and election process	102, 106
15	Concentration of shareholding among the Board members	55-56
16	Board Members suitably qualified and experienced	42-49
	Board Systems and Procedures	
17	MD or CEO of the company does not hold the same position in another listed company	42, 102-103
18	Written code of conduct for Directors and Senior Management	103
19	The board contains a member with expert knowledge and responsibility for informing board of corporate regulatory rules, responsibilities and implications.	48-49
20	Nomination and Remuneration Committee reports are published in the Annual Report	112-114
21	Board Meetings are conducted, Minutes kept and books and records are maintained in compliance with Bangladesh Secretarial Standards (BSS), as adopted by ICSB	108,152-155
22	Role of Company Secretary with background	106
	Transparency & Disclosure of Compliances	
23	Related Party Transactions disclosed in the Annual Report	51, 205
24	Statement of compliance with IFRS/ BFRS	172
25	Statement of compliance with ICSB Secretarial Standards	152-155
26	No adverse remarks in the Auditors' Report	158-163
27	Adequate information relating to Financial Transparency and Disclosures	169-210
	Financial Statements (Including Formats)	
28	Statement of Financial Position / Balance Sheet and relevant schedules	94-95, 186-210

29	Income Statement / Profit and Loss Account and relevant schedules	164-165
30	Statement of Changes in Equity / Reserves & Surplus Schedule	166
31	Disclosure of Types of Share Capital	169
32	Statement of Cash Flow	167
33	Consolidated Financial Statement (CFS)- if applicable	N/A
34	Disclosures / Contents of Notes to Accounts	169-210
	VISION / MISSION AND STRATEGY	
35	Company's vision / mission statements are approved by the board and disclosed in the annual report.	14
36	Identification of business objectives and areas of business focus disclosed	15-16
37	General description of strategies to achieve the company's business objectives	100-101
	AUDIT COMMITTEES	
	Appointment and Composition	
38	Whether the Audit Committee Chairman is an independent Non-Executive Director and Professionally Qualified	48, 104
39	Whether it has specific terms of reference and whether it is empowered to investigate / question employees and retain external counsel	104-105
40	More than two thirds of the members are to be Non-Executive Directors	54-56, 102-103
41	All members of the audit committee to be suitably qualified and at least one member to have expert knowledge of finance and accounting.	48, 104
42	Head of internal audit to have direct access to audit committee	104-106
43	The committee to meet at least four times a year and the number of meetings and attendance by individual members disclosed in the annual report.	104, 110
44	The Chairman of the Audit Committee is present at the AGM	117
	Objectives & Activities	
45	The Audit Committee reports conflicts of interest to the Board	104-105
46	Statement on Audit Committee's review to ensure that internal controls are well conceived properly administered and satisfactorily monitored	110-111
47	Statement to indicate audit committees role in ensuring compliance with Laws, Regulations and timely settlements of Statutory dues	110-111
48	"Statement of Audit committee involvement in the review of the external audit function Ensure effective coordination of external audit function Ensure independence of external auditors To review the external auditors findings in order to be satisfied that appropriate action is being taken Review and approve any non-audit work assigned to the external auditor and ensure that such work does not compromise the independence of the external auditors. Recommend external auditor for appointment/ reappointment"	110-111
49	Statement on Audit committee involvement in selection of appropriate accounting policies that are in line will applicable accounting standards and annual review.	110-111
50	Statement of Audit Committee involvement in the review and recommend to the board of directors, annual and interim financial releases	110-111
51	Reliability of the management information used for such computation	110-111
	"Corporate Objectives, Values & Structure Clarity and presentation:"	
52	Profile of the Company	50-51
	Transparency and Internal Audit Functions	
53	Internal audit department established in the Company	105
54	Role and responsibility of the head of internal audit provided in writing	105-106
55	Statement of Directors' responsibility to establish appropriate system of internal controls	52, 104-105

56	Adequacy of Internal Control system is reviewed	104-105, 111
	INTERNAL CONTROL & RISK MANAGEMENT	
57	Narrative description of key features of the internal control system and the manner in which the system is monitored by the Board, Audit Committee or Senior Management.	52, 110-111
58	Disclosure of the identification of risks the company is exposed to both internally & externally	60
59	Disclosure of the strategies adopted to manage and mitigate the risks	60
	Risk Management & Control Environment	
60	Description of the Risk Management Framework	60
	Ethics and Compliance	
61	Disclosure of statement of ethics and values, covering basic principles such as integrity, conflict of interest, compliance with laws and regulations etc.	102-103
62	Dissemination / communication of the statement of ethics & business practices to all directors and employees and their acknowledgement of the same	102-103
63	Board's statement on its commitment to establishing high level of ethics and compliance within the organization	102-103
64	Establishing effective anti-fraud programs and controls, including effective protection of whistle blowers, establishing a hot line reporting of irregularities etc.	107-108
	REMUNERATION COMMITTEE	
65	Disclosure of the charter (role and responsibilities) of the committee	112-114
66	Disclosure of the composition of the committee (majority of the committee should be non-executive directors, but should also include some executive directors)	112
67	Disclosure of key policies with regard to remuneration of directors, senior management and employees	112-114
68	Disclosure of number of meetings and work performed	112
69	Disclosure of Remuneration of directors, chairman, chief executive and senior executives.	52
	Communication to Shareholders & Stakeholders	
70	Disclosure of the Company's policy / strategy to facilitate effective communication with shareholders and other stake holders	106-107
71	Disclosure of company's policy on ensuring participation of shareholders in the Annual General Meeting and providing reasonable opportunity for the shareholder participation in the AGM.	106-107
72	Redressal of investors complaints	106-107
	Stakeholders Value Enhancement	
73	Policy to encourage employee's participation in management	92-93
74	Payment to vendors on time	185
75	Payment of Taxes on time	57
76	No dispute or default in payment of taxes	177
	Shareholders Information & Value Enhancement	
77	Pattern of shareholdings (Parent/ Subsidiary/ associated Companies and Other Related Parties, Directors/Executives and relatives of Directors/Executives etc.)	55
78	Existence of well operated "Investors Relation Desk/Department"	106-107
79	Disclosure of shares held by 10% or more voting interests in the Company (Name-wise details)	55
80	Process for redressing investor complaints.	106-107
81	Positive growth in net worth of the company over the last 5 years	53
82	Cash or Stock dividends paid in previous 5 financial years.	50,53
83	Satisfactory EPS growth of the company over the last 5 years	53
84	Effective investor communication on value-related information.	134

85	Detailed disclosures, as per listing rules, available on the Company's web site	106-107
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86	Disclosure of general description of the company's policies and practices relating to social and environmental responsibility of the entity	22, 92-93
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90	Employees and their immediate family take part in community welfare initiatives of the Company	30
91	Compliance with Labour Law relating to gratuity, provident fund and WPPF	178-179
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92	Environment related Initiatives	92-93
	Corporate Objectives, Governance Initiatives / Recognitions	
93	Any award won by the company for Corporate Governance	13
	Timeliness in publishing Financial Statements and holding AGM	
94	3 months to produce the Annual Report and hold the AGM	N/A
95	More than 3 months but less than 6 months	10
96	If more than 6 months	N/A
	Management Report / Commentary and analysis including Director's Report / Chairman's Review/ CEO's Review etc.	
97	A general review of the performance of the company	59-61
98	Description of the performance of the various activities / products / segments of the company and its group companies during the period under review. (Weightage to be given for pictorial / graphical / tabular presentations used for this purpose)	59-61, 100-101
99	A brief summary of the Business and other Risks facing the organization and steps taken to effectively manage such risks	181-185
100	A general review of the future prospects/outlook.	50-51, 59-61
101	Information on how the company contributed to its responsibilities towards the staff (including health & safety)	34-35
102	Information on company's contribution to the national exchequer & to the economy	57, 134
	Appropriateness of Disclosure of Accounting policies and General Disclosure	
103	Impairment of Assets	174
104	Changes in accounting policies/Changes in accounting estimates	172
105	Accounting policy on subsidiaries (if there is no any subsidiary, full marks should be granted)	N/A
	Segment Information	
106	Comprehensive segment related information bifurcating Segment revenue, segment results and segment capital employed	180
107	Availability of information regarding different segments and units of the entity as well as non-segmental entities/ units	180
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108	Earnings per Share	20-21
109	Net Assets	20-21
110	Stock Performance	20-21
111	Shareholders' Funds	20-21
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115	Profit Before Tax	94-95
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117	EPS	94-95
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118	Shareholders Fund	20-21
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120	Net Current Assets	164
121	Long Term Liabilities/Current Liabilities	164
	Profitability/Dividends/ Performance and Liquidity Ratios	
122	Gross Profit Ratio	20-21
123	Earning before Interest, Depreciation and Tax	20-21
124	Price earning ratio	20-21
125	Current Ratios	N/A
126	Return on Capital Employed	20-21
127	Debt Equity Ratio	N/A
	Statement of Value Added and Its Distribution	
128	Government as Taxes	134
129	Shareholders as dividend	134
130	Employees as bonus/remuneration	134
131	Retained by the entity	134
132	Market share information of the Company's product/services	181
133	Economic value added	134





The ACME Laboratories Ltd.

1/4, Kallayanpur, Mirpur Road, Dhaka - 1207

Affix
Revenue Stamp
Tk.100.00

FORM OF PROXY

I/We -----

of-----

being a member of The ACME Laboratories Ltd. hereby appoint

Mr. /Mrs./Ms. -----

of----- as my / our proxy to attend, vote for my / our behalf at the **48th Annual General Meeting** of the Company to be held on Monday, 23rd day of December, 2024 at 11:30 AM through Digital Platform (in pursuant to the Bangladesh Securities and Exchange Commission's order no. BSEC/ICAD/SRIC/2024/318/87 dated: March 27, 2024) and at any adjournment thereof

As witness my hand this-----Day of December 23, 2024

Signature of Member

Signature of Proxy

BO ID of Member

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Lawn Meeting (Uthan Boithak) Regarding Medicinal Plant Cultivation Organized by SEED Project of The ACME Laboratories Ltd.



The ACME Laboratories Ltd.
For Health, Vigour and Happiness

ISO 9001:2015 CERTIFIED COMPANY

www.acmeglobal.com

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