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**INDIA NON JUDICIAL**  
**Government of Rajasthan**

**e-Stamp**

Certificate No. : IN-RJ79013125475662Y  
 Certificate Issued Date : 18-May-2026 01:32 PM  
 Account Reference : NONACC (SV)/ rj3026904/ BHIWARI/ RJ-KR  
 Unique Doc. Reference : SUBIN-RJRJ302690434128901559285Y  
 Purchased by : HANON CLIMATE SYSTEMS INDIA PRIVATE LIMITED  
 Description of Document : Article 4 Affidavit  
 Property Description : NA  
 Consideration Price (Rs.) : 0  
 (Zero)  
 First Party : RDSDE RAJASTHAN  
 Second Party : HANON CLIMATE SYSTEMS INDIA PRIVATE LIMITED  
 Stamp Duty Paid By : HANON CLIMATE SYSTEMS INDIA PRIVATE LIMITED  
 Stamp Duty Payable (Rs.) : 100  
 (One Hundred only)  
 Surcharge for Infrastructure Development (Rs.) : 10  
 (Ten only)  
 Surcharge for Propagation and Conservation of Cow (Rs.) : 10  
 (Ten only)  
 Surcharge for Relief from Natural and Man-made Calamities (Rs.) : 10  
 (Ten only)  
 Stamp Duty Amount(Rs.) : 130  
 (One Hundred And Thirty only)



DEPONENT

ATTESTED

NOTARY Kishangarh Bass (Ahwar)

7 MAY 2026

DEPONENT



FH 0006025315



## Memorandum of Understanding

For

**Undertaking Skill Development Activities Under Provision of Flexi**

**MoU Scheme**

Between

**Regional Directorate of Skill Development & Entrepreneurship  
(RDSDE, RAJASTHAN),**

**Directorate General of Training**

**Ministry of Skill Development & Entrepreneurship, Govt. of India**

AND

**Hanon Climate Systems India Private Limited**

**Bhiwadi**

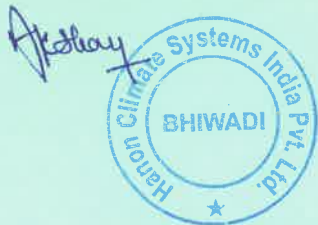
This Memorandum of Understanding ("MoU") is entered on the 26 May, 2026 at Jaipur, Rajasthan.

Between

**Regional Directorate of Skill Development & Entrepreneurship (RDSDE, Rajasthan), Directorate General of Training, Ministry of Skill Development & Entrepreneurship, Government of India (hereinafter referred as "DGT") having its office at Kaushal Bhavan, Chanakypuri, New Motibagh, New Delhi – 110023**

AND

**Hanon Climate Systems India Private Limited, a company incorporated under provisions of Companies Act,1956(hereinafter referred to as "Hanon Climate Systems India / HCSI / ITP")having its company registered office at 408,Antriksh Bhawan, Kasturba Gandhi Marg, Connaught Place, New Delhi-110001 and Flexi MoU with Hanon Climate Systems India Private Limited Bhiwadi at SP-812A, RIICO Industrial Area, Bhiwadi, Distt. Khairthal-Tijara, Bhiwadi, Rajasthan-301019**



**DEPONENT**

**ATTESTED**

**NOTARY Kishangarh Bass (Awar)**

**27 MAY 2026**

**Regional Director  
RDSDE  
M/o Skill Development & Entrepreneurship  
Government of India, JAIPUR (Raj.)**

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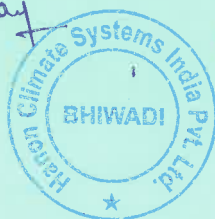
WHEREAS:

1. The parties hereto mutually agree to enter a MoU for undertaking skill development activities under provision of the Flexi-MoU Scheme ("Scheme") of Ministry of Skill Development & Entrepreneurship ("MSDE"). (Scheme Guidelines are annexed as Schedule - I to this MoU).

The DGT under the aegis of MSDE is the apex organisation for development and coordination at National level programmes relating to long term Vocational Training and Employment Services including the Flexi-MoU Scheme.

3. MSDE introduced the concept of Flexi -MoU in the year 2014 and policy guidelines for the same were implemented vide letter dated 31<sup>st</sup> July 2014, which were later revised on 18<sup>th</sup> June 2024 vide letter reference no. MSDE (DGT)-19/12/2022-CD(E 55177).
4. Flexible Memorandum of Understanding or Flexi-MoU Scheme is designed to cater the need of both industry as well as trainee, allowing industries to train candidates as per their skill set requirements and providing trainees with an industry environment aligned with market demand and latest technology to undergo training. The scheme gives the industry the flexibility to create tailored skilling programmes with customized courses, having content and curriculum that is market relevant and meets the industry requirements.
5. Hanon Climate Systems India, a leading company engaged in the business of manufacturing automotive equipment's (Aluminium radiators, Fuel delivery module, Exhaust gas recirculation, Heat ventilation, Air-conditioning & Intercooler).
6. Hanon Climate Systems India, has approached DGT for signing Memorandum of Understanding under the Flexi-MoU and conduct skill development activities as an Industry Training Provider (ITP). 6. DGT is pro - active in transforming country's youth into industry ready workforce. In its quest to be an enabler of market relevant skilling activities and sustainable / inclusive Skill Development, DGT intends to sign this MoU with Hanon Climate Systems India.
7. Hanon Climate Systems India fulfils the eligibility criteria as laid down in section 4(i) of Guidelines on Flexible Memorandum of Understanding (Flexi MoU) June 2024 (copy attached).

*Akshey*



DEPONENT

ATTESTED

NOTARY Kishan Singh Bass (Alwar)

27 MAY 2026

*Kishan*  
Regional Director

RDSDE  
M/o Skill Development & Entrepreneurship  
Government of India, JAIPUR (Raj.)

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I. **Objective:**

DGT and Hanon Climate Systems India have mutually agreed to enter a Memorandum of Understanding with following objectives:

- a) Provide an opportunity to the youth to acquire skills related to Automotive & manufacturing industry through 'Learn and Earn' approach consisting of a mix of theoretical and On-the-job Training ("OJT") components and hence improve their employment potential.
- b) To contribute to the overall growth of Automotive & manufacturing by creating a pool of skilled manpower.

II. **Role of DGT:**

- a) Create awareness about Flexi-MoU Scheme among all the stakeholders within the skill ecosystem and regularly publish list/details of new MOUs signed with Industrial Training Partners on scheme portal.
- b) Review and approve curriculum and content developed by ITP i.e. Hanon Climate Systems India for courses/training to be conducted under this MoU.
- c) Create provision on DGT/scheme portal for registration of ITP, uploading trainee details, registration for online/computer-based exams, issuance of admit card, uploading of formative assessment marks, marksheet generation and issuance of e- Certificate.
- d) Provide credentials and access to the portal for ITP's trainees and other stakeholders.
- e) Issue Admit Cards and conduct theoretical exams for enrolled candidates.
- f) Issue e-NTC (National Trade Certificate) to successful candidates.

III. **Role of Industry Training Partner (ITP), Hanon Climate Systems India**

- a) Identify the Industry needs, ensuring that the course curriculum has high employment potential.
- b) Develop tailored courses and curriculum as per industry requirements and get the same approved by DGT(**Proposed course is attached herewith as Annexure I**).
- c) Fulfil infrastructure requirements of the course i.e. space norms such as classroom, workshop, training centre and basic amenities in training wing, access to IT lab along with faculty.

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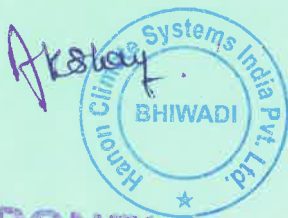
NOTARY Kishangarh Bass (Alwar)

27 MAY 2026

Regional Director  
RDSDE

M/o Skill Development & Entrepreneurship  
Government of India, JAIPUR (Raj.)

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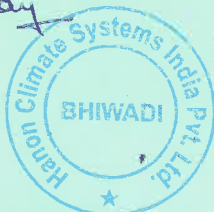
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- d) Provide access to machinery, equipment and technology required for training.
- e) Provide qualified Trainers, Supervisors and Support staff for classroom training, and industry training.
- f) Conduct the mobilization and trainee selection process as per selection criteria laid down by Industrial training Partner itself. Upload details of trainees selected on scheme portal.
- g) Conduct in-house assessment and award marks for practical and formative assessment.
- h) Upload formative and practical examination marks of candidates on scheme portal.
- i) Facilitate for theory exam to be conducted by DGT. Including examination fee payment as actual or as decided by DGT for the same.
- j) Orient the trainee at the time of admission regarding discipline, attendance, leave and other rules and regulations as applicable to industry. It is advisable that candidates are informed in writing about the terms and conditions of the industry where they are to undergo training to avoid any sort of complications later.
- k) Provide placements to at least 50% of successful trained candidates under the MoU, within the company's network or with third parties, permanent or temporary, as per scheme guidelines.
- l) Adhere to health and occupational safety norms for the course and industrial segment. In case of hazardous industries, before signing the MoU, enterprise shall disclose the conditions (in consultation with DGT & State Directorate) like minimum age and level of medical fitness (e.g., colour blindness), etc. as per the industrial safety norms applicable in the industry. ITP should ensure that the trainees are provided all necessary safety equipment and instructions before commencement of the training.
- m) ITP shall create an internal committee for managing trainee grievance similar to the provisions made for regular employees of ITP.
- n) The ITP must train a minimum of 100 trainees per annum.
- o) The ITP shall follow Flexi-MOU guidelines issued by DGT and/or any modifications /notifications to same issued from to time by DGT

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*Akshay*



**DEPONENT**

**ATTESTED**

*[Signature]*  
NOTARY Kishangarh Bass (Alwar)

27 MAY 2026

*[Signature]*

Regional Director  
RDSDE  
M/o Skill Development & Entrepreneurship  
Government of India, JAIPUR (Raj.)

**DEPONENT**

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**IV. Validity**

The MoU shall remain valid for ten years from the date of signing. It may be extended in slots of five years subject to mutual written agreement between the Parties, based on satisfactory outcomes in enrolments, learning, and placements.

**V. Confidentiality**

Each Party hereby agrees that it shall use the confidential Information and all other data solely for the purposes of this Agreement and shall not disclose the same to any third party, without the other Party's prior written consent of the other party.

**VI. Arbitration**

In the event of any dispute or breach arising Agreement /MOU the DGT and Hanon Climate Systems India shall make reasonable efforts to reach an amicable settlement thereof. If an amicable settlement is not reached, the dispute shall be referred to the Secretary, Ministry of Skill Development & Entrepreneurship, whose decision shall be final and binding on both Parties. The seat of arbitration shall be New Delhi, India.

**VII. Termination Of MOU**

Either Party may terminate this MoU by providing three (3) months' written notice, as outlined in the Flexi-MoU Guidelines. However, Such termination shall not affect candidates already enrolled under the Scheme.

**VIII. Other Conditions**

1. Each Party agrees that the other Party's logo may be used in promotional documents related to training activities under this MoU, but not for any commercial purposes.
2. Any amendment or change in the scope of work or terms of engagement under the MOU shall be made only with mutual written consent.
3. It is clarified that parties shall mutually discuss and consult each other for any provision arising out of this agreement in order to identify and decide upon the manner in which the activities are to be done. Parties will agree upon their role and related activities from time to time by way of exchanging letters or E-mails.

*Akshay*  
**ATTESTED**  
NOTARY Kishanprath Bass (Alwar)  
27 MAY 2026

**DEPONENT**

*Chiranjiv*  
Regional Director  
RDSDE  
M/o Skill Development & Entrepreneurship  
Government of India, JAIPUR (Raj.)

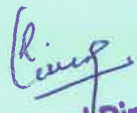




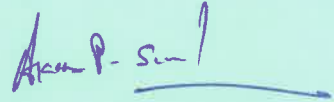
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4. Severability: If any provision of this MoU is found by any court or administrative body of competent jurisdiction to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect the other provisions of this MoU, and all provisions not affected by such invalidity or unenforceability shall remain in full force and effect. The Parties hereto agree to use their reasonable efforts to negotiate a valid or enforceable provision which achieves to the greatest extent possible the objectives of the invalid or unenforceable provision as a substitute for any such invalid or unenforceable provision.
5. Force Majeure: No Party hereto shall be liable for any delay or failure to comply with its obligations under this MoU that is caused by circumstances beyond its reasonable control. Non- exhaustive illustrations of such circumstances are war, riots, explosions, abnormal weather conditions, fire, flood, earthquakes or similar natural calamity, nation-wide or regional strikes and lockouts, pandemic, lockdowns, Government action or regulation and nation-wide or regional power failures

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT BY THEIR DULY AUTHORIZED OFFICERS OR REPRESENTATIVES

For and on behalf of DGT  Regional Director RDSDE Ministry of Skill Development & Entrepreneurship Government of India, JAIPUR (Raj.) RDSDE – RAJASTHAN, DGT (MSDE) <b>DEPONENT</b>	For and on behalf of Hanon Climate Systems India   
Witness I:  Name: Priyanka Somani Location: RDSDE Rajasthan <b>Identified</b>	Witness II:  Name: Akarsh Pratap Singh Location: Jaipur - Rajasthan 9793100008 <b>DEPONENT</b> <b>Identified</b>

**ATTESTED**  
  
NOTARY Kishangarh Bass (Alwar)

27 MAY 2026

Annexure I

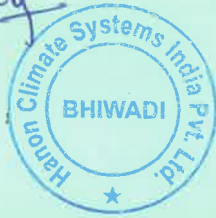
List of Proposed Flexi MoU Courses / Trades to be run by Hanon Climate Systems India under Flexi MoU:

S.No.	Name of the Course	Course Duration
1	Industrial Fitter	2 Years

Remarks / Notes:

- All proposed courses will be NSQF aligned.
- This is an indicative list. Actual courses / names of courses may vary and shall be finalized with the consent of DGT.

*Akshay*



*[Signature]*

Regional Director  
RDSDE  
M/o Skill Development & Entrepreneurship  
Government of India, JAIPUR (Raj.)

DEPONENT ATTESTED

NOTARY Kishangarh Bass (Alwar)

27 MAY 2026

DEPONENT

