

TERMS AND CONDITIONS OF APPOINTMENT FOR INDEPENDENT DIRECTORS

The following are the terms and conditions of appointment/re-appointment of Independent Directors of the Company

APPOINTMENT:

1. Your appointment as a Non-Executive Independent Director on the Board of Directors of the Company is subject to the provisions of the Companies Act, 2013 and SEBI (Listing Regulations and Disclosure Requirements) Regulations, 2015.
2. In compliance with provisions of section 149(13) of the Companies Act, 2013, your directorship is not subject to retirement by rotation.
3. Notwithstanding other provisions of this letter, the appointment may be terminated in accordance with the provisions of the Articles of Association of the Company or on expiry of the terms for which appointed or on failure to meet the parameters of independence as defined in section 149(6) and Regulation 16(1) (b) of SEBI (Listing Regulations and Disclosure Requirements) Regulations, 2015 or on the occurrence of any event as defined in section 167 of the Companies Act, 2013.
4. Upon termination or upon your resignation for any reason, duly intimated to the Company, you will not be entitled to any compensation for loss of office.

TIME COMMITMENT:

5. As a Non-Executive Independent Director you are expected to bring objectivity and independence of view to the Board's discussions and to help provide the Board with effective leadership in relation to the Company's strategy, performance, and risk management as well as ensuring high standards of financial probity and corporate governance. The meeting of Board of Directors and other Committee's meeting is conducted in compliance with Companies Act, 2013 and SEBI (Listing Regulations and Disclosure Requirements) Regulations, 2015. You will be expected to attend Board meetings and meetings of Board form Committees to which you may be appointed and also Shareholder's meetings and to devote such time to your duties, as appropriate for you to discharge your duties effectively.
6. By accepting this appointment, you confirm that you are able to allocate sufficient time to meet the expectations from your role to the satisfaction of the Board.

ROLE AND DUTIES:

7. Your role and duties will be those as specified under Schedule IV of the Companies Act, 2013. There are certain duties prescribed for all Directors, both Executive and Non- Executive, which are fiduciary in nature and are as under:
 - I. You shall act in accordance with the Company's Articles of Association as may be amended from time to time.
 - II. You shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interest of the Company.
 - III. You shall discharge your duties with due and reasonable care, skill and diligence.
 - IV. You shall not involve yourself in a situation in which you may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company.

- V. You shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates.
- VI. You shall not assign your office as Director and any assignments so made shall be void.

In addition to the above requirements the Board of Directors also expect you to perform the following functions:

- I. You should constructively challenge and help develop proposals on strategy for growth of the Company.
- II. You should evaluate the performance of management in meeting agreed goals and objectives.
- III. You should satisfy yourself on the integrity of financial information and those financial controls and systems of risk management are effective and defensible.
- IV. You are responsible for determining appropriate levels of remuneration of Executive Directors and have a prime role in appointing, and where necessary, removing Executive Directors and in succession planning.
- V. Safeguard the interests of minority shareholders and all the other stakeholders.
- VI. You will take responsibility for the processes for accurately reporting on performance and the financial position of the Company.
- VII. You should keep governance and compliance with the applicable legislation and regulations under review and the conformity of Company's practices to accepted norms.

STATUS OF APPOINTMENT:

- 8. You will not be an employee of the Company and this letter shall not constitute a contract of employment. You will be paid such remuneration by way of sitting fees for meetings of the Board and its Committees as may be decided by the Board from time to time. Further, you will also be paid remuneration by way of commission as may be approved by the Board and the Shareholders from time to time.
- 10. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any employee stock option scheme operated by the Company or any Group Company.

REIMBURSEMENT OF EXPENSES

- 11. In addition to the remuneration described above, the Company will, for the period of your appointment, reimburse you for travel, hotel and other incidental expenses incurred by you in the performance of your role and duties.

INDEPENDENT PROFESSIONAL ADVICE

- 12. There may be occasions when you consider that you need professional advice in furtherance of your duties as a Director and it will be appropriate for you to consult independent advisers at the Company's expense only after consultation with the management of the Company and the copies of such advice must be place before the Board. The Company will reimburse full cost of expenditure incurred in accordance with the Company's policy.

FIDUCIARY DUTIES AND ACCOMPANYING LIABILITIES

- 13. Independent Directors will be expected to perform their general fiduciary duties and exercise the skill and care expected of every Director. Independent Directors do not have authority to commit the Company in any way, nor should they make any statements on the Company's behalf or concerning the Company to the media, financial institutions or anyone associated with the stock market or investor community without the express authorisation of the Board.

Independent Directors will be held liable, only in respect of such acts of omission or commission by a company which have occurred with their knowledge, attributable through Board processes, and with their consent or connivance or where they have not acted diligently.

INSURANCE

14. The Company proposes to take Directors' and Officers' liability insurance and it is intended that the Company will assume and maintain such cover for the full term of your appointment.

CONFLICT OF INTEREST

15. It is accepted and acknowledged that you may have business interests other than those of the Company. As a condition to your appointment, you are required to declare any such directorships, appointments and interests to the Board in writing in the prescribed form at the time of your appointment and any time during the tenure when your interest changes.
16. In the event that your circumstances seem likely to change and might give rise to a conflict of interest or, when applicable, circumstances that might lead the Board to revise its judgement that you are independent, this should be disclosed to both the Chairman and the Company Secretary.

EVALUATION

17. The Board of Directors will carry out an evaluation of the performance of the Board as a whole, Board Committees and Directors on an annual basis as per Company's Policy. Your appointment and reappointment on the Board shall be subject to the outcome of the yearly evaluation process.

DISCLOSURE OF INTEREST

18. a. Every Independent director shall at the first meeting of the Board in which he participates as a director and thereafter at the first meeting of the Board in every financial year or whenever there is change in the circumstances which may affect his status as an independent director, give a declaration that he meets the criteria of independence as provided in sec 149(6) of Companies Act ,2013.

b. Any material interest that a Director may have in any transaction or arrangement that the Company has entered into should be disclosed no later than when the transaction or arrangement comes up at a Board meeting so that the minutes may record your interest appropriately and our records are updated. A general notice that you are interested in any contract with a particular person, firm or company is acceptable.

CODE OF CONDUCT

19. During the appointment you are required to comply with regulations as contained in Schedule IV under Companies Act, 2013, including the Code of Conduct.

CONFIDENTIALITY

20. All information acquired during your appointment is confidential to the Company and should not be released, either during your appointment or following termination (by whatever means) to third parties without prior clearance from the Chairman unless required by law or by the rules of any stock

exchange or regulatory body. On reasonable request, you shall surrender any documents and other materials made available to you by the Company.

21. Your attention is also drawn to the requirements under the applicable regulations and the Company's Insider Trading Code which concern the disclosure of price sensitive information and dealing in the securities of the Company. Consequently, you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Chairman or the Company Secretary.

PUBLICATION OF THE LETTER OF APPOINTMENT

22. In line with provision of Clause IV sub clause 6 of Schedule IV, under Companies Act, 2013, the Company will make public the terms and conditions of your appointment and will also arrange for it to be displayed on the Company's website.

MEMBERSHIP OF COMMITTEES

23. The Board of Directors may appoint you as Member / Chairman of one or more of its Committees which will approved by the Board of Directors covered in a separate communication setting out the relevant committee's terms of reference and any specific responsibilities.

TERMINATION

24. You may resign from your position at any time and management must accept your resignation. In terms of provisions of the Companies Act, 2013, you may file a copy of your resignation letter with the Registrar of Companies.
25. Your re-appointment for second term of five-year term is sole discussion of Management and subject to shareholders' approval. You will not be entitled to compensation if the shareholders do not re-elect you at any time.
26. Your appointment may also be terminated in accordance with the provisions of the Articles of Association of the Company from time to time in force.

GENERAL

27. Please confirm your agreement to the above by signing and returning the enclosed duplicate of this Letter.

****Applicable for both appointment and re-appointment of Independent and Non-Executive Directors.***
