

TERMS AND CONDITIONS OF APPOINTMENT OF INDEPENDENT DIRECTORS

[Pursuant to the provisions of Schedule IV to the Companies Act, 2013 (“the Act”)]

To,
Mr. Sandeep Mathur
H. No. 4, Ramganga Bihar,
Police Station – Civil Line
Moradabad- 244001,
Uttar Pradesh

Date:

Sub: Appointment of Non-Executive Independent Director under Companies Act, 2013

Dear Sir,

We are pleased to inform you that the Shareholders of the Company at the 55th Annual General Meeting held on 30th September, 2016 have passed the Resolution for your appointment as an Independent Director of the Company pursuant to the provision stated under the Companies Act, 2013 (Act).

As per the requirements of the Act, the above is being formalized through this letter of appointment.

This letter sets out the terms of your appointment as an Independent Director. Your relationship with the Company will be that of an office-holder and not one of contract for employment in the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the applicable laws, including the Companies Act, 2013, SEBI (LODR) Regulations 2015 and the Articles of Association of the Company

1. Appointment and term thereof

Your appointment as a Non-Executive Independent Director on the Board of Directors (Board) Molind Engineering Limited will be for a period of 5 years. Your appointment is also subject to the maximum permissible Directorships that one can hold as per the provisions of the Companies Act, 2013. The Company is at liberty to remove Non-Executive Independent Director subject to compliance of relevant provisions of Companies Act, 2013.

You will be eligible for re-appointment for another term as per the applicable regulations, subject to your fulfilling the criteria for being an Independent Director and not being disqualified to be a Director. Further, the re-appointment shall be on the basis of report of your performance evaluation by the Board of Directors. The re-appointment would require Special resolution of shareholders and any other necessary approvals.

2. Board Committee

The Board of Directors (the Board) may, if it deems fit, invite you for being appointed on one or more existing Board Committees or any such Committee that is set up in the future. Your appointment on such Committee(s) will be subject to the applicable regulations.

3. Expectations, Roles, Functions and Duties

A. Independent Director is expected to bring objectivity and independence of view to the Board's discussions and to help provide the Board with effective inputs in relation to the Company's strategy, performance and risk management as well as ensuring high standards of financial probity and corporate governance. Independent Director is also expected to observe and comply with applicable laws, the charter documents of the Company and the rules, regulations and policies of the Company, in relation to his/her directorship and the business of the Company.

B. The role, functions and duties of Independent Director will be as provided under the applicable law, including the Act and in conformity with Section 149(8) read with Schedule IV of the Act, including in relation to attendance of meetings, maintenance of confidentiality, safeguarding the interests of the stakeholders, bringing objective judgement, asking clarifications, etc.

C. In addition, the conduct of Independent Director will be governed by applicable law, including the guidelines for professional conduct set out under the Code of Independent Directors, as provided in Section 149(8) read with Schedule IV of the Act, the duties of directors as set out under Section 166 of the Act and the duties and responsibilities as set out under SEBI (LODR) Regulations 2015.

4. Remuneration and Reimbursement of Expenses

A. Independent Director will be paid such remuneration by way of sitting fees for attending meetings of the Board and its Committees as may be decided by the Board from time to time in compliance with applicable law. The remuneration shall be subject to applicable taxes and the Company may withhold there from any amounts as are required to be withheld pursuant to applicable law. Any tax liability arising in respect of payments made pursuant to remuneration to Independent Director shall be borne solely by him/her.

B. In addition to the remuneration described above the Company will, for the period of appointment, reimburse Independent Director for travel, hotel and other incidental expenses incurred by him/her in the performance of his/her role and duties.

5. Conflict of Interest

It is accepted and acknowledged that Independent Director may have business interests other than those of the Company. As a condition precedent to

commencement of the appointment, Independent Director is required to declare to the Company any such directorships, appointments and interests to the Board. Thereafter, Independent Director is required to declare to the Company whenever there is any change in the circumstances which may affect your status as an Independent Director.

6. Other Terms and Conditions

A. Evaluation

The performance of Independent Director will be evaluated as per the requirements of the Act and SEBI (LODR) Regulations 2015.

B. Termination

(i) Independent Director may resign from his position at any time by serving a reasonable written notice on the Board stating out the reason for resignation. Further, appointment of Independent Director may be terminated in accordance with applicable law.

(ii) Continuation of appointment of Independent Director is contingent on his/her willingness to continue as an Independent Director, and getting re-appointed by the shareholders in accordance with applicable law. Independent Director will not be entitled to compensation in case the shareholders of the Company do not re-appoint him/her at any time.

C. Confidentiality

(i) All information in relation to the Company acquired by Independent Director during the appointment and tenure as an Independent Director is confidential and should not be disclosed to third parties unless required by law.

(ii) Independent Director is subject to and bound by the prohibition and restrictions against insider trading and disclosure of unpublished price sensitive information, as prescribed under the Act and the regulations issued by the Securities and Exchange Board of India ("**SEBI**"). Independent Director would have to strictly abide by the Code of Conduct for Prevention of Insider Trading of the Company under SEBI (Prohibition of Insider Trading) Regulations, 1992 (as amended or replaced from time to time).

D. Liability

Subject to applicable law, for any breach of duties, Independent Director will be liable to consequence prescribed under applicable law and in relation to the Company, Independent Director would be liable for such acts of omission or commission by the Company which had occurred with his/her knowledge, attributable through Board processes, and with his/her consent or connivance, or where Independent Director has not acted diligently.

7. Miscellaneous

A. The appointment of Independent Director is also subject to the maximum permissible directorships that one can hold under applicable law, including as per the provisions of the Act and the SEBI (LODR) Regulations 2015.

B. Independent Director will not be in employment of the Company.

C. Independent Director will be invited to attend ongoing training and familiarization sessions, including briefings from management and site visits.

Yours Sincerely,

For **Molind Engineering Limited**

Bhajandeep Singh
Managing Director

TERMS AND CONDITIONS OF APPOINTMENT OF INDEPENDENT DIRECTORS

[Pursuant to the provisions of Schedule IV to the Companies Act, 2013 (“the Act”)]

To,

Date:

Mr. Anupam Mishra

H. No. 615/338, Gayatri Nagar-1,
Police Station- Manyawn,
Lucknow - 226020,
Uttar Pradesh

Sub: Appointment of Non-Executive Independent Director under Companies Act, 2013

Dear Sir,

We are pleased to inform you that the Shareholders of the Company at the 55th Annual General Meeting held on 30th September, 2016 have passed the Resolution for your appointment as an Independent Director of the Company pursuant to the provision stated under the Companies Act, 2013 (Act).

As per the requirements of the Act, the above is being formalized through this letter of appointment.

This letter sets out the terms of your appointment as an Independent Director. Your relationship with the Company will be that of an office-holder and not one of contract for employment in the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the applicable laws, including the Companies Act, 2013, SEBI (LODR) Regulations 2015 and the Articles of Association of the Company

1. Appointment and term thereof

Your appointment as a Non-Executive Independent Director on the Board of Directors (Board) Molind Engineering Limited will be for a period of 5 years. Your appointment is also subject to the maximum permissible Directorships that one can hold as per the provisions of the Companies Act, 2013. The Company is at liberty to

remove Non-Executive Independent Director subject to compliance of relevant provisions of Companies Act, 2013.

You will be eligible for re-appointment for another term as per the applicable regulations, subject to your fulfilling the criteria for being an Independent Director and not being disqualified to be a Director. Further, the re-appointment shall be on the basis of report of your performance evaluation by the Board of Directors. The re-appointment would require Special resolution of shareholders and any other necessary approvals.

2. Board Committee

The Board of Directors (the Board) may, if it deems fit, invite you for being appointed on one or more existing Board Committees or any such Committee that is set up in the future. Your appointment on such Committee(s) will be subject to the applicable regulations.

3. Expectations, Roles, Functions and Duties

A. Independent Director is expected to bring objectivity and independence of view to the Board's discussions and to help provide the Board with effective inputs in relation to the Company's strategy, performance and risk management as well as ensuring high standards of financial probity and corporate governance. Independent Director is also expected to observe and comply with applicable laws, the charter documents of the Company and the rules, regulations and policies of the Company, in relation to his/her directorship and the business of the Company.

B. The role, functions and duties of Independent Director will be as provided under the applicable law, including the Act and in conformity with Section 149(8) read with Schedule IV of the Act, including in relation to attendance of meetings, maintenance of confidentiality, safeguarding the interests of the stakeholders, bringing objective judgement, asking clarifications, etc.

C. In addition, the conduct of Independent Director will be governed by applicable law, including the guidelines for professional conduct set out under the Code of Independent Directors, as provided in Section 149(8) read with Schedule IV of the Act, the duties of directors as set out under Section 166 of the Act and the duties and responsibilities as set out under SEBI (LODR) Regulations 2015.

4. Remuneration and Reimbursement of Expenses

A. Independent Director will be paid such remuneration by way of sitting fees for attending meetings of the Board and its Committees as may be decided by the Board from time to time in compliance with applicable law. The remuneration shall be subject to applicable taxes and the Company may withhold there from any amounts as are required to be withheld pursuant to applicable law. Any tax liability arising in respect of payments made pursuant to remuneration to Independent Director shall be borne solely by him/her.

B. In addition to the remuneration described above the Company will, for the period

of appointment, reimburse Independent Director for travel, hotel and other incidental expenses incurred by him/her in the performance of his/her role and duties.

5. Conflict of Interest

It is accepted and acknowledged that Independent Director may have business interests other than those of the Company. As a condition precedent to commencement of the appointment, Independent Director is required to declare to the Company any such directorships, appointments and interests to the Board. Thereafter, Independent Director is required to declare to the Company whenever there is any change in the circumstances which may affect your status as an Independent Director.

6. Other Terms and Conditions

A. Evaluation

The performance of Independent Director will be evaluated as per the requirements of the Act and SEBI (LODR) Regulations 2015.

B. Termination

(i) Independent Director may resign from his position at any time by serving a reasonable written notice on the Board stating out the reason for resignation. Further, appointment of Independent Director may be terminated in accordance with applicable law.

(ii) Continuation of appointment of Independent Director is contingent on his/her willingness to continue as an Independent Director, and getting re-appointed by the shareholders in accordance with applicable law. Independent Director will not be entitled to compensation in case the shareholders of the Company do not re-appoint him/her at any time.

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7. Miscellaneous

A. The appointment of Independent Director is also subject to the maximum permissible directorships that one can hold under applicable law, including as per the provisions of the Act and SEBI (LODR) Regulations 2015.

B. Independent Director will not be in employment of the Company.

C. Independent Director will be invited to attend ongoing training and familiarization sessions, including briefings from management and site visits.

Yours Sincerely,

For **Molind Engineering Limited**

Bhajandeep Singh
Managing Director

TERMS AND CONDITIONS OF APPOINTMENT OF INDEPENDENT DIRECTORS

[Pursuant to the provisions of Schedule IV to the Companies Act, 2013 (“the Act”)]

To,
Mr. Manmeet Singh Chadha
Malla Gorakhpur, Harbans Petrol
Pump Nainital Road, Nainital,
Haldwani, Uttarakhand, 263139, India

Date:

Sub: Appointment of Non-Executive Independent Director under Companies Act, 2013

Dear Sir,

We are pleased to inform you that the Shareholders of the Company at the 62nd Annual General Meeting held on 29 September, 2023 have passed the Resolution for your appointment as an Independent Director of the Company pursuant to the provision stated under the Companies Act, 2013 (Act).

As per the requirements of the Act, the above is being formalized through this letter of appointment.

This letter sets out the terms of your appointment as an Independent Director. Your relationship with the Company will be that of an office-holder and not one of contract for employment in the Company.

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Yours Sincerely,

For **Molind Engineering Limited**

Bhupinder Singh
Managing Director