

TERMS AND CONDITIONS OF APPOINTMENT OF INDEPENDENT DIRECTORS

1. Appointment

Appointment will be for a term of upto five years from the Date of Appointment unless terminated earlier or extended, as per the provisions of this letter or applicable laws (“Term”). As an Independent Director you will not be liable to retire by rotation.

Re-appointment for another term of upto five years at the end of the current Term shall be based on the recommendation of the Nomination and Remuneration Committee and subject to the approval of the Board and the shareholders by way of Special Resolution. Your re-appointment would be considered by the Board based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

2. Role, duties and responsibilities

As a member of the Board, you along with the other Directors will be collectively responsible for ensuring the objectives of the Board which include:

- a) The Company ensuring the requirements under the Companies Act, 2013 (“the Act”);
- b) Responsibilities of the Board as outlined in the Corporate Governance requirements as prescribed by SEBI under Listing Regulations, 2015;
- c) Accountability under the Directors’ Responsibility Statement;
- d) Overseeing the maintenance of high standards of company’s values and ethical conduct of business;
- e) Reviewing the business plan, model and monitoring the action plan;
- f) Overseeing the Company’s contribution to enhancing the corporate social responsibility;
- g) Acting not in a manner that unfairly obstructs the functioning of the board and its committees; and
- h) Strive to attend all meetings of the board and its committees.

You shall abide by the ‘Code for Independent Directors’ as outlined in Schedule IV to section 149(8) of the Act, and duties of directors as provided in the Act (including Section 166), Listing Regulations, 2015, as may be applicable from time to time.

3. Time Commitment

You shall devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Independent Director.

4. Remuneration

As an Independent Director you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member as fixed by the Board from time to time. In addition to the sitting fees, you may be eligible for annual commission as may be decided by the Board subject to the necessary approval of the shareholders of the Company.

Further, the Company may pay or reimburse to you such reasonable travel, hotel or other related expenditure, as may have been incurred by you while performing your role as an Independent Director

of the Company. This could include reimbursement of expenditure incurred by you for attending Board / Committee meetings, Annual General Meetings, Extraordinary General Meetings, court convened meetings, meetings with shareholders / creditors / management, induction and training (organized by the Company for Directors) and in obtaining, subject to prior consultation with the Board, professional advice from independent advisors in the furtherance of your duties as an Independent Director.

5. Insurance

The Company has obtained Directors' and Officers' Liability Insurance policy and you will be covered under the same.

6. Code of Conduct

As an Independent Director of the Company, you agree to comply with the Code of Conduct for Non-Executive Directors (NEDs). For your reference, the Code of Conduct for Non-Executive Directors is outlined below:

- a) Non-Executive Directors of a Company will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and his / her role therein;
- b) Non-Executive Directors will comply with all applicable laws and regulations of all the relevant regulatory and other authorities as may be applicable to such Directors in their individual capacities;
- c) Non-Executive Directors will strictly safeguard the confidentiality of all information received by them by virtue of their position;
- d) Unless specifically authorised by the Company, you shall not disclose Company and business information to public constituents such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers;
- e) Your obligation of confidentiality shall survive termination or cessation of your directorship with the Company; and
- f) We would also like to draw your attention to the applicability of both the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and the Code of Conduct for Employees and Insiders of 360 ONE WAM LIMITED and its Subsidiary & Associates Companies under SEBI (Prohibition of Insider Trading) Regulations, 2015 prohibiting disclosure or use of unpublished price sensitive information.

Additionally, you shall not participate in any business activity which might impede the application of your independent judgment in the best interest of the Company. You are required to sign a confirmation of acceptance of the Code of Conduct for NEDs on annual basis.

You will be required to comply with applicable provisions of any code of conduct framed by the Board for all Board members and Senior Management of the Company under the Listing Regulations, 2015

7. Familiarization program

The Company shall conduct formal familiarization program for its Independent Directors.

8. Performance Appraisal / Evaluation Process

As a member of the Board, your performance as well as the performance of the entire Board and its Committees shall be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be determined by the Nomination and Remuneration Committee and disclosed in the Company's Annual Report.

However, the actual evaluation process shall remain confidential and shall be a constructive mechanism to improve the effectiveness of the Board / Committee.

9. Disclosures, other directorships and business interests

During the Term, you agree to promptly notify the Company of any change in your directorships and provide such other disclosures and information as may be required under the applicable laws. You also agree that upon becoming aware of any potential conflict of interest with your position as the Independent Director of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary. Please confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships. Further, you are required to obtain prior consent of the Company in case you intend to join the board of any companies engaged in the same sphere of activities that of 360 ONE group.

During your Term, you agree to provide an annual declaration under Section 149(7) of the Act, Listing Regulations, 2015, every financial year and upon any change in circumstances, which may affect your status as an Independent Director.

10. Changes of personal details

During the Term, you shall promptly intimate the Company Secretary in the prescribed manner, of any change in address or other contact and personal details provided to the Company.

11. Termination

Your directorship on the Board of the Company shall terminate or stand vacated in accordance with law. Apart from the grounds of termination as specified in the Act, your directorship may be terminated in case of violation of any provision of the Code of Conduct as applicable to Non- Executive Directors.

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation and also to the Registrar of Companies (RoC). The resignation shall take effect from the date on which the notice is received by the Company or the date, if any, specified by you in the notice, whichever is later.

If at any stage during the Term, there is a change that may affect your status as an Independent Director as envisaged in Section 149(6) of the Act or you fail to meet the criteria for "independence"

under the provisions of Listing Regulations, 2015, you agree to promptly submit your resignation to the Company with effect from the date of such change.

12. Co-operation

In the event of any claim or litigation against the Company, based upon any alleged conduct, act or omission on your part during your Term, you agree to render all reasonable assistance and co-operation to the Company and provide such information and documents as are necessary and reasonably requested by the Company or its counsel.

13. Miscellaneous

This letter represents the entire understanding and constitutes the whole agreement, in relation to your appointment and supersedes any previous agreement between yourself and the Company with respect thereto and, without prejudice to the generality of the foregoing, excludes any warranty, condition or other undertaking implied at law or by custom.

No waiver or modification of this letter shall be valid unless made in writing and signed by you and the Company.

As per the provisions of the Act and Listing Regulations, 2015, the terms of this letter along with your detailed profile shall be disclosed on the website of the Company and the relevant stock exchange.