



MAHICKRA CHEMICALS LIMITED

Regd Office: Plot No. 1209, Phase 3 GIDC Vatva,

Ahmedabad 382445, Gujarat, India.

CIN: L24304GJ2017PLC099781

Terms and Conditions of Appointment of Independent Director

Preface

In accordance with the provisions of the Companies Act, 2013 (“Act”), the Board of Directors of the **MAHICKRA CHEMICALS LIMITED** (the Company”) has approved the following terms and conditions for appointment of Independent Directors in the Company.

The terms and conditions applicable for the aforesaid appointments are as follows:

Appointment

- i. Independent Directors are appointed as Non-Executive Independent Director on the Board of Directors of the Company. His/her appointment is subject to the extent of the provisions of Companies Act, 2013, as amended from time to time.
- ii. The term “Independent Director” should be construed as defined under the Companies Act, 2013.

Term of Office

The appointment of Independent Director is subject to the provisions of Companies Act, 2013 regarding appointment, fees, expenses, retirement, disqualification and removal of director. Independent Director may cease to hold office as a Director. Independent Director shall not be liable to retire by rotation as per the relevant provisions of the Companies Act, 2013.

At any time that Independent Director resign by written notice, it is desirable that Independent Director give the Chairman reasonable forewarning of his/her intention to resign or to not seek re-appointment where that is possible so that the company can plan for succession of skills and experience on the Board; and Independent

Director may be required to vacate office for any reason pursuant to any of the provisions of the Companies Act, 2013; or

Independent Director may be removed as a director or otherwise required to vacate office under any applicable law and under the Article of Association of the Company.

Commitments

A) Independent Director

Independent Director shall be expected to devote such time as is necessary for the proper performance of their duties and as an Independent Director; they will be involved in a number of board and committee meetings each year. Independent Director should strive to attend all the scheduled Board Meetings, General Meetings; Committees Board Meetings and other meetings or attendance as necessary.

B) The Company

- a) The Company shall provide the Independent Director with adequate notice of the dates of proposed board meeting, general meetings, and meetings of board committees. As per the provision of the Companies Act, 2013 the Company is expected to give an advance notice of minimum 7 days of every board and committee meetings to Independent Director. A meeting of the Board may be called at shorter notice to transact urgent business subject to the condition that at least one independent director, shall be present at the meeting and in case of absence of independent directors from such a meeting of the Board, decisions taken at such a meeting shall be circulated to all the directors and shall be final only on ratification thereof by at least one independent director.
- b) Company shall inform the directors about any upcoming events in the company.
- c) Company shall ensure that director is updated about latest happening in the industry and in the field of law applicable on the Company by allowing them to visit the seminars held in these respect.
- d) It shall be the responsibility of the Company to provide the independent director

with all the information and documents they validly require to fulfill their functions.

Code of Conduct, Functions and Duties

Independent Director will be expected to perform their duties, whether statutory, fiduciary or common law, faithfully, efficiently and diligently to a standard commensurate with both the functions of their role and their knowledge, skills and experience. Independent Director will have all the usual duties of an independent director under Company law including attendance at board meetings, the annual general meeting, meetings of independent directors, meetings with investors and shareholders and other Board events together with such additional duties as may be agreed with the Board, and which may relate to the business of the Company or any other member of the Group. Independent Director will be required to serve on such committees as the Board may request, including but not limited to Audit, and/or Nomination and remuneration and/or Stakeholders' Grievances & Relationship Committee. In addition, Independent Director will be expected to devote appropriate preparation and travel time ahead of each meeting.

As a Director of the Company, Independent Director will have legal duties and obligations under Companies Act 2013. It is expected that Independent Director will familiarize themselves with the relevant Directors' Duties, roles and responsibilities as set out in **Annexure-I**.

Liability

As an independent director, they will be liable only in respect of such acts of omission or commission by a company which had occurred with their knowledge, attributable through Board processes, and with their consent or convenience or where Independent Director had not acted diligently.

Conflict of Interest

By accepting the appointment, Independent Director will be deemed to have confirmed that any other position they hold including their directorships in other organizations, shall not give rise to any conflicts of interest in relation to their appointment as an Independent Director of the Company. If Independent Director becomes aware of any conflict or potential conflict during their appointment, Independent Director is expected to notify the Company Secretary.

As an Independent Director, they shall not engage in any activity/ies that is not expected from them as an Independent Director.

Disclosures

Independent Director shall be required to submit certain information in the prescribed forms on a defined periodicity. Company Secretary shall be the coordinating officer for this. Independent Director are required to disclose to the Company their interests and any matters (excluding those matters which may be subject to legal professional privilege) which affect their independence.

During their tenure as an independent director, they are required to give a declaration that they meet the criteria of independent director every financial year as provided under Section 149 of the Companies Act, 2013.

Review

The performance of individual directors, the whole Board and its committees is evaluated annually. If, in the interim, there are any matters which cause Independent Director concern about their role, Independent Director should discuss them with the Managing Director or the senior Independent Director as soon as Independent Director can.

Induction & Training

Where possible, directors will be encouraged to attend special training courses by various professional bodies to ensure that the directors are refreshed and equipped to perform their role in the highest standards and performance possible. Independent Director should feel free to request any further information which they require, at any time.

Confidentiality and Access to Company Records

Under Company law, Directors have a right of access to Company's documents and records, including financial records.

Any confidential information which may come to knowledge of Independent Director in the performance of their duties as a director of the Company must not be divulged, except so far as:

- A. may be necessary in connection with the proper performance of their duties to the Company;
- B. the Company may from time to time authorize Independent Director to disclose such information as may be required by Independent Director with the condition that they will take all reasonable precautions as may be necessary to maintain the secrecy and confidentiality of all confidential information of the Company; or
- C. Independent Director may be required by law to disclose.

Resignation or removal:

- a. The resignation or removal of an independent director shall be in the same manner as is provided in Sections 168 and 169 of the Act.
- b. An independent director who resigns or is removed from the Board of the company shall be replaced by a new independent director within a period of not more than one hundred and eighty days from the date of such resignation or removal, as the case may be.

c. Where the company fulfils the requirement of independent directors in its Board even without filling the vacancy created by such resignation or removal, as the case may be, the requirement of replacement by a new independent director shall not apply.

Applicable Law

This letter of appointment shall be governed by the laws of India.

POWER, DUTIES & RESPONSIBILITY OF INDEPENDENT DIRECTOR

A. PROFESSIONAL CONDUCT

As an Independent director of the Company, they shall:

- a. uphold ethical standards of integrity and probity;
- b. act objectively and constructively while exercising their duties;
- c. exercise their responsibilities in a bona fide manner in the interest of the Company;
- d. devote sufficient time and attention to their professional obligations for informed and balanced decision making;
- e. not abuse their position to the detriment of the Company or its shareholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person;
- f. refrain from any action that would lead to loss of their independence;
- g. where circumstances arise which make them as an Independent Director lose their independence, Independent Director must immediately inform the Board accordingly;
- h. assist the Company in implementing the best corporate governance practices

B. ROLE AND FUNCTIONS

As an Independent director of the Company, they shall:

- a. help in bringing an Independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct;
- b. bring an objective view in the evaluation of the performance of board and

management;

- c. scrutinize the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;
- d. satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible;
- e. safeguard the interests of all stakeholders, particularly the minority shareholders;
- f. balance the conflicting interest of the stakeholders;
- g. determine appropriate levels of remuneration of executive Directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive Directors, key managerial personnel and senior management;
- h. moderate and arbitrate in the interest of the Company as a whole, in situations of conflict between management and shareholder's interest.

C. DUTIES

As an Independent director of the Company, they shall:

- a. undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the Company;
- b. seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the Company;
- c. strive to attend all meetings of the Board of Directors and of the Board committees of which Independent Director are a member;
- d. participate constructively and actively in the committees of the Board in which Independent Director are a chairperson or a member;

- e. strive to attend the general meetings of the Company;
- f. ensure that their concerns about the running of the Company or a proposed action are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
- g. keep themselves well informed about the Company and the external environment in which it operates;
- h. pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the Company;
- i. ascertain and ensure that the Company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
- j. report concerns about unethical behaviour, actual or suspected fraud or violation of the Company's code of conduct or ethics policy;
- k. acting within their authority, assist in protecting the legitimate interests of the Company, shareholders and its employees;
- l. not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.