

Dated:.....

SPECIMEN

Mr./Mrs.

.....

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Sub: Appointment Letter

Dear Sir/Madam,

Hearty welcome to Nikhil Adhesives Limited as Independent Director of the Board of our Company.

We are pleased to confirm your appointment as Non-Executive Independent Director on the Board of Directors of Nikhil Adhesives Limited (hereinafter referred to as NAL) for a term of Five Years with effect from_____

This letter of appointment sets out the terms and conditions covering your appointment which are as follows:

1. Appointment

Your term of appointment as Non-xecutive Independent Director is for a term of (5) five years on the Board of Directors of NAL with effect from date _____. Your appointment is subject to approval of the shareholders as the provisions of the Companies Act, 2013.

As an Independent Director you will not be liable to retire by rotation.

The term Independent Director should be construed as defined under the Companies Act, 2013 and the Listing Agreement.

Your appointment and tenure as Independent Director shall be consistent with the applicable provisions of the Companies Act, 2013 and the listing agreement.

2. Committees

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 laws and regulations.

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.

3. Role and Duties

As a member of the board, your role, duties and responsibilities will be those normally required of a Non-Executive Independent Director under the Companies Act, 2013 and the listing agreement.

In terms of Section 166 of the Companies Act, 2013, you shall

- (a) Act in accordance with the Company's Articles of Association.
- (b) 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, and in the best interests of the Company, its employees, the shareholders, the community and for the protection of environment.
- (c) Exercise your duties with due and reasonable care, skill and diligence.
- (d) 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.
- (e) Not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates.
- (f) Not assign your office as Director and any assignments so made shall be void.

You shall also abide by the 'Code for Independent Directors' as outlined in Schedule IV to the Companies Act, 2013, and duties of directors as provided in the said Act and in Clause 49 of the Listing Agreement.

4. Remuneration, etc.

a) Fees/Commission:

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 and/or approved by the Shareholders from time to time.

The sitting fees presently paid to the Non-Executive Independent Director is Rs. _____ per meeting of the Board or a Committee thereof.

b) Reimbursement of Expenses:

In addition to the remuneration described, hereinabove, 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.

5. Code of Conduct & other compliances

During the appointment, you will comply with any relevant regulation as may be issued by the Government of India and such other authorised bodies as set up by the Government on its behalf, including the Code for Independent Directors, Code of Conduct and Ethics for Directors and Senior Management and Insider Trading Code and such other requirement as the Board of Directors may be from time to time specify.

At the first meeting of the Board in every financial year or whenever there is any change in the circumstances which may affect your status as an independent director, you shall give a declaration to that effect confirming that you meet the criteria of independence as provided in Section 149(6) of the Companies Act, 2013 and Listing Agreement, in the format as per **Annexure**.

6. Conflict of Interest

It is accepted and acknowledged that you may have business interests other than those of the Company. As a condition to your appointment commencing, 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.

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 judgment that you are independent, this should be disclosed to the Chairman.

7. Confidentiality

All information acquired during your appointment is confidential to NAL 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 NAL.

Your attention is also drawn to the requirements under the applicable regulations and

the NAL Share Dealing Code which concern the disclosure of price sensitive information and dealing in the securities of NAL. 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.

8. Evaluation

The Company will carry out an evaluation of the performance of the Board as a whole, Board, Committees and Directors. Your appointment and re appointment on the Board shall be subject to the outcome of the evaluation process.

9. Disclosure of Interest

You shall disclose material interest that in any transaction or arrangement that the Company has entered into. Such interest 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 contracts with a particular person, firm or company is acceptable.

10. Termination

- a. You may resign from your position at any time and should you wish to do so, you are requested to serve a reasonable written notice on the Board.
- b. Continuation of your appointment is contingent on your getting re-elected by the shareholders in accordance with provisions of Companies Act, 2013 and the Articles of Association of the Company, from time to time in force. You will not be entitled to compensation if the shareholders do not re-elect you at any time.
- c. 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.

11. Acceptance of Appointment

We are confident that the Board and the Company will benefit immensely from your rich experience and we are eager to have you as an integral part of the growth of our Company. If these terms of appointment are acceptable to you, please confirm your acceptance by signing and returning the duplicate copy of this letter. We thank you for your continued support and commitment to the Company.

12. Governing Law

This letter of appointment is governed by and will be interpreted in accordance with Indian law and engagement shall be subject to the jurisdiction of the Indian Courts.

The constitutes neither a contract for services nor a service contract.

Please confirm your agreement to the terms of appointment relating to your appointment as a non -Executive Independent Director of NAL by signing and returning to us the enclosed copy of this letter.

Your Sincerely

For Nikhil Adhesives Limited

Managing Director

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an independent Director of the Company and I hereby affirm my acceptance to the same.

Date: _____

Signature: _____

Place: _____

Name: _____

Annexure

To,

The Board of Directors
Nikhil Adhesives Ltd.
Shreeji Estate, Vadhkun,
College Road. Dahanu
Maharashtra

Dear Sirs,

Re: Declaration by Independent Director

I hereby certify that I am holding the position on the Board of Nikhil Adhesives Ltd. as an Independent Director. I further certify that I meet all the requirements specified under sub section 6 of Section 149 of Companies Act, 2013 and Securities & Exchange Board of India (LODR),2015 (as revised from time to time) for holding the position of Independent Director.

Signature _____

Dated _____

Name _____