

The terms and conditions of appointment of the Independent Directors of the Company in accordance with the requirements of Schedule IV to the Companies Act, 2013 and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015:

In accordance with the requirements of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR"), the terms and conditions of appointment of Independent Directors of Vineet Laboratories Limited are reproduced hereunder:

Terms and Conditions of appointment of Independent Directors:

I. Appointment and Term:

The following are the Independent Directors on the Board of the Company and their respective appointments will be up to the dates mentioned below (the Term):

Sl. No	Name of Independent Director	Appointed	
		From	To
1	Mr. Dilip Vishnu Acharekar	November 16, 2020	November 15, 2025
2	Ms. Hari Priya Yerukalapudi	July 29, 2022	July 28, 2027

As Independent Directors, they will not be liable to retire by rotation.

Reappointment of Independent Directors at the end of the Term shall be based on the recommendation of the Nomination and Remuneration Committee and subject to the approval of the Board and the shareholders. Reappointment would be considered based on the outcome of the performance evaluation process and independence criteria.

II. Other Terms and Conditions

1. Committees:

- 1.1 During the Appointment, the Independent Director may be required to serve on one or more of the committees of the Board including Audit Committee, Nomination and Remuneration Committee, Corporate Social Responsibility Committee and Stakeholders Relationship Committee or such other Committees, as the Board may decide.
- 1.2 The Independent Director is an independent non-executive director and will be identified as such in the annual report and other documentation of the Company. If circumstances change, and he / she believes that his / her independence will be in doubt, Independent Director should discuss the same with the Chairman of the Company as soon as practicable.

2. **Duties and Liabilities:**

- 2.1 The Independent Director will perform his / her fiduciary duties in a responsible manner and his / her general legal responsibilities to the Company will be at par with a non-executive director.
- 2.2 The Independent Director shall act in accordance with the Articles of Association of the Company and while discharging his / her duties, comply with the requirements of Section 166 and Schedule IV to the Companies Act, 2013.
- 2.3 The Independent Director will be held liable only in respect of such acts of omission or commission by the Company which have occurred with his / her knowledge, attributable through Board processes, and with his / her consent or where Independent Director have not acted diligently.

3. **Code for Independent Directors:**

- 3.1 The Company has relied on the declaration of the Independent Director that he / she meets the criteria of independence as provided in Section 149(6) of the Companies Act, 2013 (the “Act”) as also in the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”).
- 3.2 The Independent Director will be required to abide by the guidelines as to professional conduct for independent directors as set out in Section 149(8) read with Schedule IV to the Act.
- 3.3 The Independent Director 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.

4. **Restrictions:**

- 4.1 Save and except Directorships currently held by the Independent Director, during the term of Appointment, the Independent Directors are expected not to take up directorship in any company (whether in India or abroad) engaged in the same or similar businesses as that of the Company or in a company, business or undertaking of which competes or is likely to compete with the Company or which could otherwise potentially give rise to a conflict with his / her duties with the Company. In the event that the Independent Director becomes aware of any potential conflicts of interest, or in case of doubt, he / she should consult the Chairman of the Company as soon as practicable.
- 4.2 During the term of Appointment, an Independent Director shall not serve as (a) an independent director in more than the prescribed number of listed companies and (b) a committee member of more than the prescribed number of committees (i.e. the Audit Committee and the Stakeholders’ Relationship Committee) including chairmanship of such committees.

4.3 During the term of appointment, Independent Director shall not indulge in forward dealings in securities of the Company which is prohibited under the Act. Directors are prohibited from dealing in the Company's securities during the period when the trading window is closed. They should not enter into insider trading and are expected to comply with the Company's code for securities dealing as well as with the concerned provisions of the Insider Trading Laws and Regulations.

4.4 During the term of Appointment, (a) Independent Director will not enter into any agreement for himself/herself or on behalf of any other person, with any shareholder or any other third party with regard to compensation or profit sharing in connection with dealings in the securities of the Company; and (b) Independent Director will not enter into any such agreement referred to in (a) above without obtaining the prior approval from the Board of Directors as well as public shareholders of the Company.

5. Time Commitment:

By accepting the appointment, the Independent Director confirms that he / she will be able to allocate sufficient time to perform his / her duties as a director and attend meetings of the Board or any committee thereof. In addition to such attendances, Independent Director will be expected to devote appropriate preparation time ahead of each meeting.

6. Training and Development:

6.1 The Independent Director will be invited to attend ongoing training and familiarization sessions for Directors including site visits.

6.2 The Board members are provided with necessary documents / brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices.

6.3 Periodic presentations are made at the Board and Board Committee meetings, on business and performance updates of the Company, global business environment, business strategy and risks involved.

6.4 Quarterly updates on relevant statutory changes and landmark judicial pronouncements encompassing important laws are regularly circulated to Directors.

7. Separate meetings:

- i. The independent directors of the company shall hold at least one meeting in a year, without the attendance of non-independent directors and members of management;

- ii. All the independent directors of the company shall strive to be present at such meeting;
- iii. The meeting shall:
 - a) review the performance of non-independent directors and the Board as a whole;
 - b) review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors;
 - c) assess the quality, quantity and timeliness of flow of information between the company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

8. Evaluation Process:

The performance of individual directors shall be evaluated by the entire Board, excluding the director being evaluated, on an annual basis.

9. Remuneration / Sitting Fee:

In consideration of the Independent Directors' services, the Company will pay him fees as under:

- (a) sitting fees for attending each meeting of the Board and its Committees as may be determined by the Board from time to time, and ;
- (b) reimbursement of expenses incurred by him / her in connection with attending the Board meetings, Board Committee meetings, general meetings and in relation to the business of the Company towards hotel accommodation, travelling and other out- of - pocket expenses;
- (c) Commission, if approved by the Board and the Shareholders, at the end of a financial year based on time committed for Company matters;
- (d) Pursuant to applicable law, you will not be entitled to any stock options.

10. Expenses:

In addition to the remuneration stated in the preceding paragraph, the Company will reimburse Independent Director, or bear and pay, all travel, accommodation or other expenses incurred as a result of him / her carrying out his / her duties as a director. The Independent Director may, at the Company's expense, seek independent legal or other professional advice where necessary, to perform his / her duties and will be entitled to reimbursement of costs incurred in seeking such advice. In these circumstances, Independent Director should discuss the issues concerned with the Chairman of the Company in advance.

11. Confidentiality:

The Independent Director agrees that both during and after the term of appointment, Independent Directors will not use for his / her own, or for another's benefit, or disclose or permit the disclosure of any confidential information relating to the Company, subsidiary or any group or associate companies of the Company, which he / she may acquire by virtue of his / her position as an independent director, including without limitation, any information about the deliberations of the Board. The restriction shall cease to apply to any confidential information which may (other than by reason of the director's breach of this term), become available to the public generally.

12. Indemnity:

The directors are granted an indemnity from the Company in respect of liabilities incurred as a result of their office, to the extent permitted by law.

13. Publication of Letter:

In line with the provisions of Schedule IV to the Act and the Listing Regulations, the letter of appointment will be open for inspection by any member and the Company will also post the terms and conditions of the appointment on the Company's website www.vineetlabs.co.in.

14. Governing Law:

The Appointment and the terms are governed by the laws of India.

15. Relationship:

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

15.2 There will be no relationship of employer and employee as a consequence of appointment as a director of the Company.

16. Authority:

The letter of appointment will be issued under the authority of the Board.

For Vineet Laboratories Limited

Managing Director