

Regd. Office & Works : Village Billanwali, Baddi-173 205, Distt. Solan (Himachal Pradesh), INDIA
Phone : +91-7807777941, 7807777942, Fax : +91-1795-245467, CIN No.: L29130HP1971PLC000904

TERMS AND CONDITIONS OF APPOINTMENT AND PAYMENT TO INDEPENDENT /NONEXECUTIVE-

DIRECTORS

The terms and conditions of appointment of following Independent Directors/Non-Executive are subject to applicable laws, including the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The broad terms and conditions of their appointments as Non-Executive/Independent Directors of the Company are reproduced hereunder:

1. Appointment:

The appointment will be for the period mentioned against their respective names ("Term"). The Company may disengage Non-Executive/ Independent Directors prior to completion of the term subject to compliance of relevant provisions of the 2013 Act except Nominee Directors.

Independent Directors will not be liable to retire by rotation.

The directors may be requested to be a member /Chairman of anyone or more Committees of the Board which may be constituted from time to time.

2. Expectation of the Board:

As Non-Executive/Independent Directors they shall:

- a) Help in bringing an independent judgment on the issue of strategy, performance, risk management, resources, key appointment and standard of conduct.
- b) Bring an objective view in the evaluation 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 yourself on the integrity of financial information and that financial control 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;



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- 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.
- i) Act in good faith in order to promote the objects of the Company for the benefits of its members as a whole, and in the best interest of the Company, its employees, the shareholders, the community and for the protection of environment.
- j) Exercise your duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
- k) Not involve 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.
- l) Not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates and if you are found guilty of making any undue gain, you be liable to pay an amount equal to that gain to the Company.

3. Duties of Non-Executive/Independent Director: As independent Directors they shall:

- I. Undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company.
- II. 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;
- III. Strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;
- IV. Participate constructively and actively in the committees of the Board in which they are chairpersons or members;
- V. Strive to attend the general meetings of the company;



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- VI. Where you have concerns about the running of the company or a proposed action, ensure that these 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;
- VII. Keep yourself well informed about the company and the external environment in which it operates;
- VIII. Not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
- IX. Pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure yourself that the same are in the interest of the company;
- X. Ascertain and ensure that the company has an adequate and functional vigil mechanism and ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
- XI. Report concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
- XII. Assist in protecting the legitimate interests of the company, shareholders and its employees;
- XIII. 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.

4. As Independent Directors of the Company, they agree to Comply with Code of conduct of Him Teknoforge Limited (Formerly known as Gujarat Automotive Gears Limited).

5. They shall not do the business as this company is doing at present without the written permission of this company.

6. Both the Independent Directors and Non-executive Directors will be paid sitting fees of Rs 15000/- per meeting for attending the meeting and reimbursement of expenses for participating in the board and committee meetings.

