

Date:10.03.2025

To,

Dear ANIRUDTHAN R,
VALLAM, TRICHY HIGHWAY,
THANJAVUR.

Sub: Appointment/Re-appointment as a Finance Executive of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Finance Executive of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Finance Executive shall be governed by Schedule IV to the Act - 'Code for Finance Executive', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Finance Executive referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Finance Executive and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Finance Executive, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under –
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Finance Executive and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Finance Executive of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Finance Executive of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Finance Executive which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

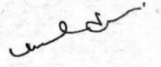
Encl:
Annexure A - Code for Finance Executive



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Finance Executive of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear GIRIYON RAJ.R,
PARISUTHAM NAGAR,THANJAVUR.

Sub: Appointment/Re-appointment as a Risk Manager of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Risk Manager of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Risk Manager shall be governed by Schedule IV to the Act - 'Code for Risk Manager', enclosed to this letter as **Annexure A**, which primarily covers -

- I. **Guidelines of professional conduct**
- II. **Role and functions**
- III. **Duties**
- IV. **Manner of appointment**
- V. **Re-appointment**
- VI. **Resignation or removal**
- VII. **Separate meetings**
- VIII. **Evaluation mechanism**

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Risk Manager referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Risk Manager and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Risk Manager, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Risk Manager and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Risk Manager of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Risk Manager of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Risk Manager which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**



**Sanjiv Bajaj
Chairman**

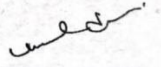
Encl:
Annexure A - Code for Risk Manager



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Risk Manager of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear GOKUL RAM.N,
4th STREET, EB COLONY, THANJAVUR.

Sub: Appointment/Re-appointment as a Underwriting Executive of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Underwriting Executive of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Underwriting Executive shall be governed by Schedule IV to the Act - 'Code for Underwriting Executive', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Underwriting Executive referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Underwriting Executive and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Underwriting Executive, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under –
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Underwriting Executive and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Underwriting Executive of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Underwriting Executive of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Underwriting Executive which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

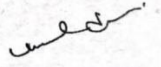
Encl:
Annexure A - Code for Underwriting Executive



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Underwriting Executive of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear GOKUL.SP,
NO 1 VALLAM ROAD, THANJAVUR.

Sub: Appointment/Re-appointment as a Relationship Manager of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Relationship Manager of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Relationship Manager shall be governed by Schedule IV to the Act - 'Code for Relationship Manager', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

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Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Relationship Manager referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Relationship Manager and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Relationship Manager, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under –
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Relationship Manager and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Relationship Manager of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Relationship Manager of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Relationship Manager which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

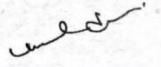
Encl:
Annexure A - Code for Relationship Manager



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Relationship Manager of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear HADAR ALI.H,
TAMIL UNIVERSITY HOUSING, THANJAVUR.

Sub: Appointment/Re-appointment as a Non-Executive Independent Director of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Non-executive Independent Director of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Independent Directors shall be governed by Schedule IV to the Act - 'Code for Independent Directors', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Independent Directors referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Independent Directors and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Non-Executive Independent Director, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Independent Directors and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Non-Executive Independent Director of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Non-Executive Independent Director of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Non-Executive Independent Director which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

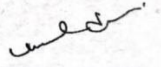
Encl:
Annexure A - Code for Independent Directors



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Non-Executive Independent Director of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear HARISH KANAK.K,
ARULANANDA NAGAAR, THANJAVUR.

Sub: Appointment/Re-appointment as a Digital Marketing Executive of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Digital Marketing Executive of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Digital Marketing Executive shall be governed by Schedule IV to the Act - 'Code for Digital Marketing Executive', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Digital Marketing Executive referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Digital Marketing Executive and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Digital Marketing Executive, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Digital Marketing Executive and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Digital Marketing Executive of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Digital Marketing Executive of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Digital Marketing Executive which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

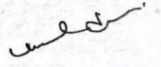
Encl:
Annexure A - Code for Digital Marketing Executive



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Digital Marketing Executive of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear IYYAPPAN.A,
KOLLLUPETTAI STREET,EAST GATE,
THANJAVUR.

Sub: Appointment/Re-appointment as a Sales Executive / Officer of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Sales Executive / Officer of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Sales Executive / Officer shall be governed by Schedule IV to the Act - 'Code for Sales Executive / Officer', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all

committees would be provided to you.

3. You will strictly abide by the Code for Sales Executive / Officer referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Sales Executive / Officer and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Sales Executive / Officer, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or associates and if such director is found guilty of making any undue gain,

he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Sales Executive / Officer and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Sales Executive / Officer of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Sales Executive / Officer of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Sales Executive / Officer which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

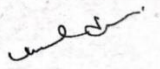
**Sanjiv Bajaj
Chairman**

Encl:
Annexure A - Code for Sales Executive / Officer

To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Sales Executive / Officer of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025

A handwritten signature in black ink, appearing to read 'Atul Jain', written over a horizontal line.

Atul Jain
CEO

Date:10.03.2025

To,

Dear MATHALAEN VINOLIYA J,
YAGAPPA NAGAR,
THANJAVUR.

Sub: Appointment/Re-appointment as a Admin Officer of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Admin Officer of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Admin Officer shall be governed by Schedule IV to the Act - 'Code for Admin Officer', enclosed to this letter as **Annexure A**, which primarily covers -

- I. **Guidelines of professional conduct**
- II. **Role and functions**
- III. **Duties**
- IV. **Manner of appointment**
- V. **Re-appointment**
- VI. **Resignation or removal**
- VII. **Separate meetings**
- VIII. **Evaluation mechanism**

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Admin Officer referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Admin Officer and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Admin Officer, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Admin Officer and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Admin Officer of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Admin Officer of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Admin Officer which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

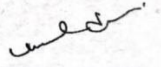
Encl:
Annexure A - Code for Admin Officer



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Admin Officer of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear MEENATCHI.K,
MEDICAL COLLEGE ROAD, THANJAVUR.

Sub: Appointment/Re-appointment as a Customer Care Executive of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Customer Care Executive of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Customer Care Executive shall be governed by Schedule IV to the Act - 'Code for Customer Care Executive', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Customer Care Executive referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Customer Care Executive and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Customer Care Executive, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Customer Care Executive and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Customer Care Executive of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Customer Care Executive of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Customer Care Executive which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

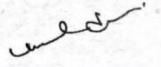
Encl:
Annexure A - Code for Customer Care Executive



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Customer Care Executive of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear MOHAMED RIYAS.S,
BURMA COLONY, THANJAVUR.

Sub: Appointment/Re-appointment as a Credit Analyst of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Credit Analyst of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Credit Analyst shall be governed by Schedule IV to the Act - 'Code for Credit Analyst', enclosed to this letter as **Annexure A**, which primarily covers -

- I. **Guidelines of professional conduct**
- II. **Role and functions**
- III. **Duties**
- IV. **Manner of appointment**
- V. **Re-appointment**
- VI. **Resignation or removal**
- VII. **Separate meetings**
- VIII. **Evaluation mechanism**

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Credit Analyst referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Credit Analyst and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Credit Analyst, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Credit Analyst and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Credit Analyst of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Credit Analyst of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Credit Analyst which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

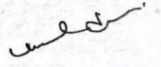
Encl:
Annexure A - Code for Credit Analyst



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Credit Analyst of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date: 10.03.2025

To,

Dear MOHAMED RIZWAN R,
AYYAMPETTAI,
THANJAVUR.

Sub: Appointment/Re-appointment as a HR Executive / Recruiter of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a HR Executive / Recruiter of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of HR Executive / Recruiter shall be governed by Schedule IV to the Act - 'Code for HR Executive / Recruiter', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.

2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you. You will strictly abide by the Code for HR Executive / Recruiter referred to above.
3. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of HR Executive / Recruiter and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
4. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
5. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
6. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

7. As a HR Executive / Recruiter, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
8. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

9. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
10. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

11. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
12. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

13. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
14. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

15. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for HR Executive / Recruiter and such other requirements as the Board of Directors may from time to time specify.
16. 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 Act, in the prescribed format.
17. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

18. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a HR Executive / Recruiter of the Company.
19. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
20. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a HR Executive / Recruiter of the Company.

Performance review process:

21. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a HR Executive / Recruiter which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

22. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

23. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

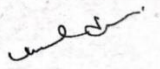
**Sanjiv Bajaj
Chairman**

Encl:
Annexure A - Code for HR Executive / Recruiter

To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a HR
Executive / Recruiter of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025

A handwritten signature in black ink, appearing to read 'Atul Jain', written over a horizontal line.

Atul Jain
CEO

Date:10.03.2025

To,

Dear NARESH.V,
NALARAJAPURAM SOUTH, THANJAVUR.

Sub: Appointment/Re-appointment as a Area Sales Manager of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Area Sales Manager of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Area Sales Manager shall be governed by Schedule IV to the Act - 'Code for Area Sales Manager ', enclosed to this letter as **Annexure A**, which primarily covers -

- I. **Guidelines of professional conduct**
- II. **Role and functions**
- III. **Duties**
- IV. **Manner of appointment**
- V. **Re-appointment**
- VI. **Resignation or removal**
- VII. **Separate meetings**
- VIII. **Evaluation mechanism**

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Area Sales Manager referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Area Sales Manager and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Area Sales Manager , you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Area Sales Manager and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Area Sales Manager of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Area Sales Manager of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Area Sales Manager which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

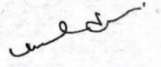
Encl:
Annexure A - Code for Area Sales Manager



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Area Sales Manager of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear RAJA DURAI R,
KALAIGAR NAGAR, NEW BUS STAND BACK SIDE,
THANJAVUR.

Sub: Appointment/Re-appointment as a Accounts Officer of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Accounts Officer of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Accounts Officer shall be governed by Schedule IV to the Act - 'Code for Accounts Officer', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Accounts Officer referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Accounts Officer and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Accounts Officer, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Accounts Officer and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Accounts Officer of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Accounts Officer of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Accounts Officer which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

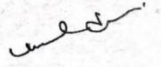
Encl:
Annexure A - Code for Accounts Officer



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Accounts Officer of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear RAKESH R,
KETHARAPURAM, M.C. ROAD,
THANJAVUR.

Sub: Appointment/Re-appointment as a Data Analyst / Scientist of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Data Analyst / Scientist of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Data Analyst / Scientist shall be governed by Schedule IV to the Act - 'Code for Data Analyst / Scientist', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all

committees would be provided to you.

3. You will strictly abide by the Code for Data Analyst / Scientist referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Data Analyst / Scientist and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Data Analyst / Scientist, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or associates and if such director is found guilty of making any undue gain,

he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Data Analyst / Scientist and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Data Analyst / Scientist of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Data Analyst / Scientist of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Data Analyst / Scientist which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

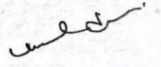
Encl:
Annexure A - Code for Data Analyst / Scientist



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Data Analyst / Scientist of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear SIVARAJU M,
SOUTH MAIN STREET, THANJAVUR.

Sub: Appointment/Re-appointment as a Customer Relationship Executive of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Customer Relationship Executive of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Customer Relationship Executive shall be governed by Schedule IV to the Act - 'Code for Customer Relationship Executive', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Customer Relationship Executive referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Customer Relationship Executive and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Customer Relationship Executive, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Customer Relationship Executive and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Customer Relationship Executive of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Customer Relationship Executive of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Customer Relationship Executive which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

Encl:

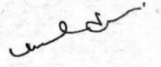
Annexure A - Code for Customer Relationship Executive



To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a Customer Relationship Executive of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO

Date:10.03.2025

To,

Dear TENDULKAR AP,
KEELAVASAL, OLD BUS STAND,
THANJAVUR.

Sub: Appointment/Re-appointment as a Software Developer / Engineer of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Software Developer / Engineer of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Software Developer / Engineer shall be governed by Schedule IV to the Act - 'Code for Software Developer / Engineer', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on

one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you. You will strictly abide by the Code for Software Developer / Engineer referred to above.

3. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Software Developer / Engineer and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
4. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
5. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
6. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

7. As a Software Developer / Engineer, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
8. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under -
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

9. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
10. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

11. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
12. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

13. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
14. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

15. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Software Developer / Engineer and such other requirements as the Board of Directors may from time to time specify.
16. 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 Act, in the prescribed format.
17. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

18. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Software Developer / Engineer of the Company.
19. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
20. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Software Developer / Engineer of the Company.

Performance review process:

21. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Software Developer / Engineer which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

22. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

23. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

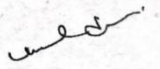
Encl:

Annexure A - Code for Software Developer / Engineer

To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Software Developer / Engineer of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025

A handwritten signature in black ink, appearing to read 'Atul Jain', is written above a horizontal line.

Atul Jain
CEO

Date:10.03.2025

To,

Dear VIGNESH T,
THIRUVAIYAR, THANJAVUR.

Sub: Appointment/Re-appointment as a Cybersecurity Analyst of Bajaj Finance Limited (the 'Company')

We are pleased to confirm your appointment/re-appointment as a Cybersecurity Analyst of the Company (the 'appointment') with effect from 17.03.2025, as approved by the Board of Directors at its meeting held on 13.03.2025, pursuant to provisions of the Companies Act, 2013 (the 'Act') and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, (the 'Listing Regulations') and amendments thereto.

As required under section 149(7) of the Act, we have received from you a declaration that you meet the criteria of independence as provided under section 149(6) of the Act and Regulation 16 of the Listing Regulations and amendments thereto.

Further, as stipulated under the Act, the appointment of Cybersecurity Analyst shall be governed by Schedule IV to the Act - 'Code for Cybersecurity Analyst', enclosed to this letter as **Annexure A**, which primarily covers -

- I. Guidelines of professional conduct
- II. Role and functions
- III. Duties
- IV. Manner of appointment
- V. Re-appointment
- VI. Resignation or removal
- VII. Separate meetings
- VIII. Evaluation mechanism

As stipulated under Regulation 17 of the Listing Regulations, the Board has also laid down a Code of Conduct for all Board members for their compliance as enclosed to this letter as **Annexure- B**.

The terms of the appointment, which in any event shall be subject to the Act, Rules made thereunder and the Articles of Association of the Company, are set out below, as stipulated in Schedule IV to the Act.

Appointment:

1. The appointment is for a term of 5 consecutive years, commencing from 17.03.2025 till 17.03.2030 (close of day). The appointment will be subject to the approval of the shareholders.
2. During your tenure as an Independent Director, you may be asked to serve on one or more of the Board Committees. Copies of the terms of reference for all committees would be provided to you.

3. You will strictly abide by the Code for Cybersecurity Analyst referred to above.
4. The Company expects a commitment of sufficient time and attention as necessary in order to perform your duties under the appointment. This will include attendance at regular and emergency Board Meetings, annual meeting of Cybersecurity Analyst and the Annual General Meeting. You may also be required to attend regular meetings of any Board committee of which you are a member.
5. In addition, you will be expected to devote appropriate preparation time ahead of each meeting.
6. By accepting the appointment, you confirm that you are able to allocate sufficient time to perform your role.
7. In case of removal/resignation for any reason, you shall not be entitled to any damages for loss of office and no fees will be payable to you in respect of any unexpired portion of the term of the Appointment.

Role & Duties:

8. As a Cybersecurity Analyst, you have the same general legal responsibilities to the Company as any other Director, except that you shall be held liable only in respect of such acts of omission or commission by a Company which had occurred with your knowledge, attributable through Board processes and with your consent or connivance or where you had not acted diligently.
9. You will adhere to the following duties of Directors, which are more specifically stipulated in Section 166 of the Act, as under –
 - Subject to the provisions of the Act, a director of a company shall act in accordance with the articles of the company.
 - A director of a company shall 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 interests of the company, its employees, the shareholders, the community and for the protection of environment.
 - A director of a company shall exercise his/her duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
 - A director of a company shall not involve in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.
 - A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his/her relatives, partners, or

associates and if such director is found guilty of making any undue gain, he shall be liable to pay an amount equal to that gain to the company.

- A director of a company shall not assign his/her office and any assignment so made shall be void.

Fees/Commission:

10. You will be paid a sitting fee and commission for your services as a Non-Executive Independent Director per meeting of the Board and Committee thereof attended by you as a member, as the Board may approve from time to time. Presently, the sitting fees of Rs.100,000/- and Commission of Rs.250,000/- is paid per meeting of the Board and/or Committees (except Corporate Social Responsibility Committee and Duplicate Share Certificate Issuance Committee) attended by a Director. The Commission for a financial year is paid post the AGM at which the financial statements for the relevant period are approved by the shareholders.
11. You will have no entitlement to any bonus during the appointment and no entitlement to participate in any share scheme and no stock options will be issued to you by the Company.

Reimbursement of Expenses:

12. In addition to the fee described in 10 above, the Company will reimburse you for all reasonable and properly documented expenses you may incur while performing your role. You may submit details of expenses incurred to the Company.
13. During the appointment, circumstances may arise in the furtherance of your duties as a Director when it will be appropriate for you to seek advice from independent advisors at the Company's expense. The Company will reimburse the full cost of expenditure incurred as deemed necessary.

Other directorships and business interests:

14. The Company acknowledges that you may have business interests other than those of the Company and that you may have declared any conflicts that are apparent at present. In the event that you become aware of any potential conflicts of interest, not declared so far, these may be disclosed to the Chairman and the Board as soon as they become apparent.
15. During the appointment, you may please inform us prior to accepting any other (or further) directorships or any major external appointments, to avoid any conflict of interest with your current position in the Company.

Code of Conduct & other compliances:

16. During the appointment, you will comply with any relevant regulations as may be issued by the Government of India and such other authorized bodies as set up by the Government on its behalf, including the Code for Cybersecurity Analyst and such other requirements as the Board of Directors may from time to time specify.
17. 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 Act, in the prescribed format.
18. During the appointment, you will comply with any relevant regulations as may be issued by Securities and Exchange Board of India, Ministry of Corporate Affairs and any other regulatory authorities including the Schedule IV (code of conduct) of the Companies Act, 2013, various policies of the Company and such other requirements as the Board of Directors may from time to time specify.

Confidentiality:

19. You must apply the highest standards of confidentiality and not disclose to any person or company (whether during the course of the appointment or at any time after its termination) any confidential information concerning the Company and any of the Group Companies with which you come into contact by virtue of your position as a Cybersecurity Analyst of the Company.
20. You shall not communicate, provide or allow access to any unpublished price sensitive information, that you may have access/ possess in course of your duties, relating to company or its securities listed or proposed to be listed to any person save and except required in pursuance of legitimate purpose, performance of duties or discharge of legal obligations and abide the relevant SEBI (Prohibition of Insider Trading) Regulations, 2015 and other regulations applicable to the Company.
21. In case of end of tenure/ Removal/ Resignation, you will deliver to the Company all books, document, papers and other property of or relating to the business of the Company which are in your possession, custody or power by virtue of your position as a Cybersecurity Analyst of the Company.

Performance review process:

22. The performance of individual Directors and the Board as whole and its Committees, if any, shall be evaluated by the Nomination and Remuneration Committee/ Board/ independent external agency. If, in the interim, there are any matters arising in connection with your role as a Cybersecurity Analyst which cause you concern, you may discuss with us as soon as appropriate.

Insurance:

23. The Directors of the Company are covered under the Directors' and Officers' liability insurance and it is intended to maintain such cover for the full term of the appointment.

Letter of appointment:

24. In line with the provisions Schedule IV of the Act, the Company may make public a generic copy of this letter on its website at <https://www.bajajfinserv.in/finance-investor-relations-policies-and-documents> and the same shall be open for inspection at the registered office of the Company by any member during normal business hours.

This letter is governed by, and shall be construed in accordance with, the laws of India, and the parties agree to submit to the exclusive jurisdiction of the courts of Pune, Maharashtra, India.

Please confirm your agreement to the above by signing and returning the enclosed duplicate of this letter.

Thanking you.

**Yours sincerely,
For Bajaj Finance Limited**

A handwritten signature in black ink that reads 'Sanjiv Bajaj'.

**Sanjiv Bajaj
Chairman**

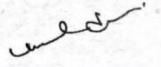
Encl:
Annexure A - Code for Cybersecurity Analyst



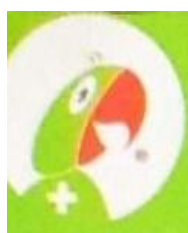
To,
Bajaj Finance Limited

I have read and I agree to the above terms regarding my appointment as a
Cybersecurity Analyst of Bajaj Finance Limited.

Place: Thanjavur
Date: 10.03.2025



Atul Jain
CEO



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TANJORE

10
YEARS

10 LAKH
HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear VIMAL,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

Your appointment is subject to the following terms and conditions:

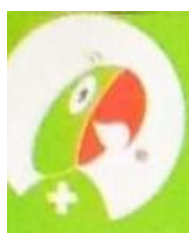
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4. Code of Conduct: You are expected to adhere strictly to the hospital's code of conduct, confidentiality agreement, and professional ethics.

We welcome you to Meenakshi Hospital and look forward to a mutually beneficial association.

For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





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HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear KAVIYA.S

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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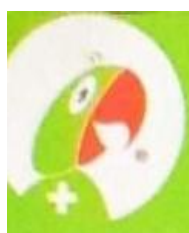
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For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear SHANMUGA PRIYA.S,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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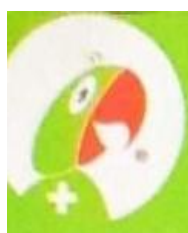
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Manager
Human Resources.





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear MOHAMED ARSHATH ALI.M,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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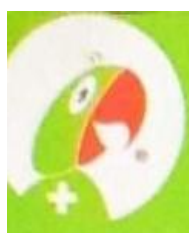
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Manager
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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear PRAGADEESH.R,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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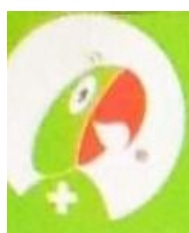
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Manager
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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear HARI GANESH.R,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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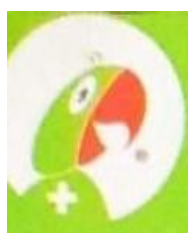
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Manager
Human Resources.





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.....

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear KARTIKEYAN.M ,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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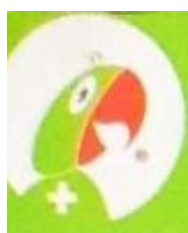
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For Meenakshi Hospital

**M. Seivapandi
Manager
Human Resources.**





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear RAJESH.R,

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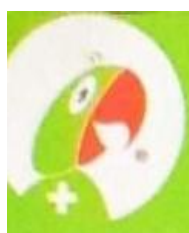
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M. Seivapandi
Manager
Human Resources.





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear AJAY.R ,

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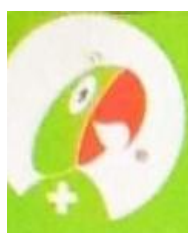
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Manager
Human Resources.





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear RAMESH.R,

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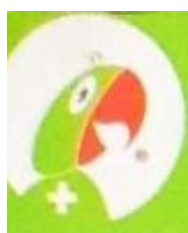
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For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear RESHMA S ,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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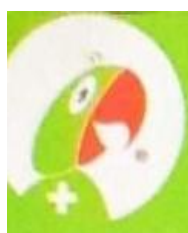
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For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear MALAVIKAA V C ,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

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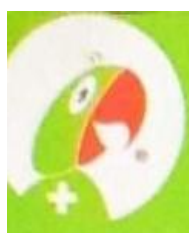
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For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





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YEARS

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HAPPY PATIENTS

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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear GAYATHRI S ,

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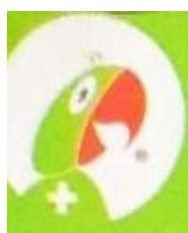
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For Meenakshi Hospital

**M. Seivapandi
Manager
Human Resources.**





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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear VADIVUKKARASI K

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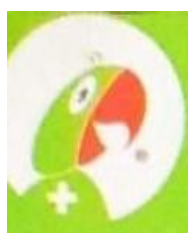
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M. Seivapandi
Manager
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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear JAYABARATHI S

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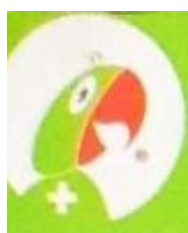
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M. Seivapandi
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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear DHANU SREE A,

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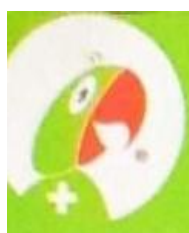
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M. Seivapandi
Manager
Human Resources.





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HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear PAVITHRA R,

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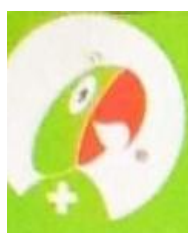
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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear SHREE SUBRAJHAA M,

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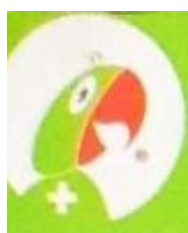
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**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear ATCHAYA DEVI M,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

Your appointment is subject to the following terms and conditions:

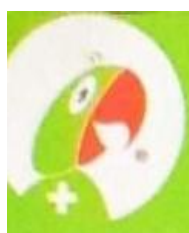
1. Place of Posting: You will be posted at Meenakshi Hospital, Thanjavur. However, you may be transferred to any other branch/unit of the hospital as per requirements.
2. Working Hours: Your duty timings will be from 9 am to 8pm, 28 days a week.
3. Salary: You will be paid a monthly salary of ₹16,500 (Rupees Sixteen thousand five hundred) along with applicable benefits as per hospital policies.
4. Code of Conduct: You are expected to adhere strictly to the hospital's code of conduct, confidentiality agreement, and professional ethics.

We welcome you to Meenakshi Hospital and look forward to a mutually beneficial association.

For Meenakshi Hospital

**M. Seivapandi
Manager
Human Resources.**





meenakshi
HOSPITAL
TANJORE

10
YEARS

10 LAKH
HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear DHANUSRI K,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

Your appointment is subject to the following terms and conditions:

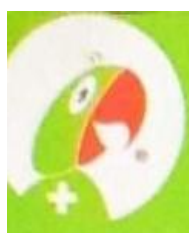
1. Place of Posting: You will be posted at Meenakshi Hospital, Thanjavur. However, you may be transferred to any other branch/unit of the hospital as per requirements.
2. Working Hours: Your duty timings will be from 9 am to 8pm, 28 days a week.
3. Salary: You will be paid a monthly salary of ₹16,500 (Rupees Sixteen thousand five hundred) along with applicable benefits as per hospital policies.
4. Code of Conduct: You are expected to adhere strictly to the hospital's code of conduct, confidentiality agreement, and professional ethics.

We welcome you to Meenakshi Hospital and look forward to a mutually beneficial association.

For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





meenakshi
HOSPITAL
TANJORE

10
YEARS

10 LAKH
HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear PRIYADHARSHINI C,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

Your appointment is subject to the following terms and conditions:

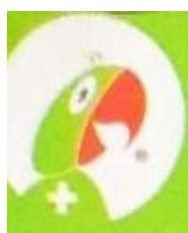
1. Place of Posting: You will be posted at Meenakshi Hospital, Thanjavur. However, you may be transferred to any other branch/unit of the hospital as per requirements.
2. Working Hours: Your duty timings will be from 9 am to 8pm, 28 days a week.
3. Salary: You will be paid a monthly salary of ₹16,500 (Rupees Sixteen thousand five hundred) along with applicable benefits as per hospital policies.
4. Code of Conduct: You are expected to adhere strictly to the hospital's code of conduct, confidentiality agreement, and professional ethics.

We welcome you to Meenakshi Hospital and look forward to a mutually beneficial association.

For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





meenakshi
HOSPITAL
TANJORE

10
YEARS

10 LAKH
HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear SUBEKA S,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

Your appointment is subject to the following terms and conditions:

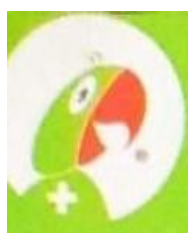
1. Place of Posting: You will be posted at Meenakshi Hospital, Thanjavur. However, you may be transferred to any other branch/unit of the hospital as per requirements.
2. Working Hours: Your duty timings will be from 9 am to 8pm, 28 days a week.
3. Salary: You will be paid a monthly salary of ₹16,500 (Rupees Sixteen thousand five hundred) along with applicable benefits as per hospital policies.
4. Code of Conduct: You are expected to adhere strictly to the hospital's code of conduct, confidentiality agreement, and professional ethics.

We welcome you to Meenakshi Hospital and look forward to a mutually beneficial association.

For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.





meenakshi
HOSPITAL
TANJORE

10
YEARS

10 LAKH
HAPPY PATIENTS

**Meenakshi Hospital,
Thanjavur.**

Date: 10.03.2025

Appointment Order

Dear HASINA BEGAM S,

We are pleased to inform you that you are hereby appointed as Patient Relation Officer at Meenakshi Hospital, Thanjavur, with effect from 21.03.2025.

Your appointment is subject to the following terms and conditions:

1. Place of Posting: You will be posted at Meenakshi Hospital, Thanjavur. However, you may be transferred to any other branch/unit of the hospital as per requirements.
2. Working Hours: Your duty timings will be from 9 am to 8pm, 28 days a week.
3. Salary: You will be paid a monthly salary of ₹16,500 (Rupees Sixteen thousand five hundred) along with applicable benefits as per hospital policies.
4. Code of Conduct: You are expected to adhere strictly to the hospital's code of conduct, confidentiality agreement, and professional ethics.

We welcome you to Meenakshi Hospital and look forward to a mutually beneficial association.

For Meenakshi Hospital

M. Seivapandi
Manager
Human Resources.



Appointment letter

Date: 15.03.2025

We are pleased to inform that SANJAI.G has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that JAYA SURIYA.R has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that ARAVIND.V has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that MAGESHWARAN.M has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
Tel.: +91 - 11 - 4669 7777
Reg. Office: 2nd Floor, Muthoot Chambers, Opp. Saritha Theatre Complex, Banerji Road, Ernakulam - 682 018, Kerala, India
Tel.: +91 - 484 - 239 6478 / 239 4712 | **Fax:** +91 - 484 - 239 6506 / 239 7399
E-mail: mails@muthootgroup.com | www.muthootfinance.com | **CIN:** L65910KL1997PLC011300

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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that AJAY.J has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that SHAMSHAN.L has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that DEEPAK.A has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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Appointment letter

Date: 15.03.2025

We are pleased to inform that ARUN.A has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that DHANUSH.G has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that RAGUL.A has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that VISHWANATHAN.E has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
Tel.: +91 - 11 - 4669 7777
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E-mail: mails@muthootgroup.com | www.muthootfinance.com | **CIN:** L65910KL1997PLC011300

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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that MUKESH CHANDRAN.R has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that HARIRAM.C has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that KAVIYARASU.P L has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that SIVASANKAR.S has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that SEYYAD ABTHAKIR.R has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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E-mail: mails@muthootgroup.com | www.muthootfinance.com | **CIN:** L65910KL1997PLC011300

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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that NANDHAGOPAL A has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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Appointment letter

Date: 15.03.2025

We are pleased to inform that SHANMUGAVEL S has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that KATHIRVEL M has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Appointment letter

Date: 15.03.2025

We are pleased to inform that MANIKAVEL S has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
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Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that RIYAZS AHAMED M has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
Tel.: +91 - 11 - 4669 7777
Reg. Office: 2nd Floor, Muthoot Chambers, Opp. Saritha Theatre Complex, Banerji Road, Ernakulam - 682 018, Kerala, India
Tel.: +91 - 484 - 239 6478 / 239 4712 | **Fax:** +91 - 484 - 239 6506 / 239 7399
E-mail: mails@muthootgroup.com | www.muthootfinance.com | **CIN:** L65910KL1997PLC011300

The Muthoot Group - 20 Diversified Business Divisions
Financial Services | Wealth Management | Money Transfer | Foreign Exchange | Securities | Media | Vehicle & Asset Finance
Information Technology | Healthcare | Housing & Infrastructure | Education | Power Generation | Leisure & Hospitality
Vehicle Loan | Plantations & Estates | Precious Metals | Housing Finance | Overseas Operations | Personal Loan | Micro Finance

Muthoot Family - 800 years of Business Legacy

Appointment letter

Date: 15.03.2025

We are pleased to inform that RAJARAM P has been appointed as a finance collection executive in our thanjavur branch, effective 20.03.2025.

Details of Appoinment

- 1.Designation: Finance Collection Executive
- 2.Branch: Thanjavur
- 3.Date of Joining: 20.03.2025
- 4.Salary: 15,000/- per month

Terms and Conditions

The appointment is subject to the terms and conditions outlined in the offer letter dated 10.03.2025 and any other company policies and procedures.

Authorization

This appointment order is issued with the authority of the management.

Sincerely,

For Muthoot Finance Ltd,

Assistant General Manager.

Muthoot Finance Ltd.
Corporate Office (N): The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi - 110 019
Tel.: +91 - 11 - 4669 7777
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Muthoot Family - 800 years of Business Legacy



Date 04.03.2025

Dear AARTHY.R

NAJIKOTAI ROAD , THANJAVUR

Sub: Appointment as Marketing Executive

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an Additional Director - Project Engineer of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Project Engineers.

This letter sets out the broad terms of your appointment as an **Project Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Project Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Project Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

TATA CONSULTING ENGINEERS LIMITED

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Project Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Project Engineer.

4. Remuneration

As an Project Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Project Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Project Engineer.

5. Insurance

The Company will take an appropriate Directors" and Officers" Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Project Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Project Engineers which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Project Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Project Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Project Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: Lakshmanan Krishna Kumar
Chairman

AGREE AND ACCEPT

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

Name: AARTHY.R

Place: Thanjavur


Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear GAJAPRIYA.D

MEDICAL COLLEGE ROAD, THANJAVUR

Sub: Appointment as Marketing Executive

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an Additional Director - Independent Director of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Independent Directors.

This letter sets out the broad terms of your appointment as an Independent Director, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("AOA").

1. Appointment

Your appointment will be for a period up to **07.03.2030**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Independent Directors prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

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

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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Registered Office Matulya Centre A 249 Senapati Bapat Marg Lower Parel (West) Mumbai 400 013



2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Independent Directors“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to 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. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such 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 accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Independent Director.

5. Insurance

The Company will take an appropriate Directors' and Officers' Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Independent Director of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Independent Directors which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Independent Director of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, 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 and the Registrar of Companies in the prescribed manner, of any change in address or other contact and personal details provided to the Company.

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Independent Directors prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

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

Name: GAJAPRIYA.D

Place: Thanjavur



Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear GUNA MARY.G

SUNDARAM NAGAR, THANJAVUR

Sub: Appointment as Marketing Executive

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an Additional Director - Instrumentation & Control Engineer of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Instrumentation & Control Engineers.

This letter sets out the broad terms of your appointment as an **Instrumentation & Control Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (I) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("AOA").

1. Appointment

Your appointment will be for a period up to **07.03.2030**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Instrumentation & Control Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Instrumentation & Control Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code for Instrumentation & Control Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Instrumentation & Control Engineer.

4. Remuneration

As an Instrumentation & Control Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Instrumentation & Control Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Instrumentation & Control Engineer.

5. Insurance

The Company will take an appropriate Directors' and Officers' Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Instrumentation & Control Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Instrumentation & Control Engineers which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Instrumentation & Control Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Instrumentation & Control Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Instrumentation & Control Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an Additional Director - Instrumentation & Control Engineer of the Company and I hereby affirm my acceptance to the same.

Name: GUNA MARY.G

Place: Thanjavur



Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear **KIRUTHIKA P**

YAGAPPA NAGAR, THANJAVUR

Sub: Appointment as Marketing Executive

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an **Project Engineer** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Project Engineers.

This letter sets out the broad terms of your appointment as an **Project Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Project Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Project Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
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- B. You shall abide by the „Code For Project Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Project Engineer.

4. Remuneration

As an Project Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Project Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Project Engineer.

5. Insurance

The Company will take an appropriate Directors' and Officers' Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Project Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Project Engineer which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Project Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Project Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Project Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an **Project Engineer** of the Company and I hereby affirm my acceptance to the same.

Name: **KIRUTHIKA P**

Place: Thanjavur



Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear **LAKSHMI PRIYA J**

ALAGAMMAL NAGAR, THANJAVUR

Sub: Appointment as BIM Modeler

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an **BIM Modeler** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of BIM Modelers.

This letter sets out the broad terms of your appointment as an **BIM Modeler**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage BIM Modelers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an BIM Modeler you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code for BIM Modelers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an BIM Modeler.

4. Remuneration

As an BIM Modeler you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an BIM Modeler of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an BIM Modeler.

5. Insurance

The Company will take an appropriate Directors' and Officers' Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an BIM Modeler of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its BIM Modeler which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 BIM Modeler of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as a BIM Modeler.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage BIM Modelers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as a **BIM Modeler** of the Company and I hereby affirm my acceptance to the same.

Name: **LAKSHMI PRIYA J**

Place: Thanjavur



Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear **MANIKANDAN.V**

THULAJAPURAM COLONY, THANJAVUR

Sub: Appointment as HVAC Design Engineer

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an **HVAC Design Engineer** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of HVAC Design Engineers.

This letter sets out the broad terms of your appointment as an **HVAC Design Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage HVAC Design Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an HVAC Design Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code for HVAC Design Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an HVAC Design Engineer.

4. Remuneration

As an HVAC Design Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an HVAC Design Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an HVAC Design Engineer.

5. Insurance

The Company will take an appropriate Directors' and Officers' Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an HVAC Design Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its HVAC Design Engineer which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 HVAC Design Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an HVAC Design Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage HVAC Design Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an **HVAC Design Engineer** of the Company and I hereby affirm my acceptance to the same.

Name: **MANIKANDAN.V**

Place: Thanjavur


Nidhi Mehandiratta
Head-HR



Date 04.03.2025

Dear MONIKA.A

THULASAPURAM COLONY , THANJAVUR

Sub: Appointment as Construction Engineer

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as a **Construction Engineer** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Construction Engineers.

This letter sets out the broad terms of your appointment as a **Construction Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2030**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Construction Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Construction Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Construction Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Construction Engineer.

4. Remuneration

As an Construction Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Construction Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Construction Engineer.

5. Insurance

The Company will take an appropriate Directors" and Officers" Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Construction Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Construction Engineers which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Construction Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Construction Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Construction Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an **Construction Engineer** of the Company and I hereby affirm my acceptance to the same.

Name: MONIKA.A

Place: Thanjavur


Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear **NAVEEN KUMAR.S**

2524, V.P. KOVIL STREET, THANJAVUR

Sub: Appointment as Marketing Executive

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an **Piping & Stress Analysis Engineer** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Piping & Stress Analysis Engineers.

This letter sets out the broad terms of your appointment as an **Piping & Stress Analysis Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (I) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Piping & Stress Analysis Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Piping & Stress Analysis Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Piping & Stress Analysis Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Piping & Stress Analysis Engineer.

4. Remuneration

As an Piping & Stress Analysis Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Piping & Stress Analysis Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Piping & Stress Analysis Engineer.

5. Insurance

The Company will take an appropriate Directors' and Officers' Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Piping & Stress Analysis Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Piping & Stress Analysis Engineer which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Piping & Stress Analysis Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Piping & Stress Analysis Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Piping & Stress Analysis Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an **Piping & Stress Analysis Engineer** of the Company and I hereby affirm my acceptance to the same.

Name: **NAVEEN KUMAR.S**

Place: Thanjavur


Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear **RAJ.R**

NANYAKKARA CHETTY STREET , THANJAVUR

Sub: Appointment as Business Support Consultants

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an **Business Support Consultants** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Business Support Consultantss.

This letter sets out the broad terms of your appointment as an **Business Support Consultants**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (I) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025** , subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Business Support Consultantss prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Business Support Consultants you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

TATA CONSULTING ENGINEERS LIMITED

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Registered Office Matulya Centre A 249 Senapati Bapat Marg Lower Parel (West) Mumbai 400 013



2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Business Support Consultants" as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Business Support Consultants.

4. Remuneration

As an Business Support Consultants you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Business Support Consultants of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Business Support Consultants.

5. Insurance

The Company will take an appropriate Directors" and Officers" Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Business Support Consultants of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Business Support Consultants which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Business Support Consultants of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Business Support Consultants.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Business Support Consultantss prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an **Business Support Consultants** of the Company and I hereby affirm my acceptance to the same.

Name: RAJ P

Place: Thanjavur


Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear SRI SARVA.S

NALARAJAPURAM , THANJAVUR

Sub: Appointment as Process Engineer

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an Additional Director - Process Engineer of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Process Engineers.

This letter sets out the broad terms of your appointment as an **Process Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025** , subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Process Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Process Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Process Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Process Engineer.

4. Remuneration

As an Process Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Process Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Process Engineer.

5. Insurance

The Company will take an appropriate Directors" and Officers" Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Process Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Process Engineers which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Process Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Process Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Process Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

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

Name: SRI SARVA.S

Place: Thanjavur



Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear SWATHI.S

M.C.ROAD , THANJAVUR

Sub: Appointment as Marketing Executive

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an **Safety Engineer** of Tata Consulting Engineers Limited (the "**Company**") with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Safety Engineers.

This letter sets out the broad terms of your appointment as an **Safety Engineer**, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (i) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("**AOA**").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Safety Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Safety Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Safety Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Safety Engineer.

4. Remuneration

As an Safety Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Safety Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Safety Engineer.

5. Insurance

The Company will take an appropriate Directors" and Officers" Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Safety Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Safety Engineer which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Safety Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Safety Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Safety Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an **Safety Engineer** of the Company and I hereby affirm my acceptance to the same.

Name: SWATHI.S

Place: Thanjavur


Nidhi Mehendiratta
Head-HR



Date 04.03.2025

Dear VIJAYALAKSHMI.S

RAJAPA NAGAR, THANJAVUR

Sub: Appointment as Digital Marketing Advisers

We are pleased to advise you that at the meeting of the Board of Directors held on **03.03.2025**, Directors have approved your appointment as an Additional Director - Design Engineer of Tata Digital Marketing Advisers Limited "Digital Marketing Advisers" with effect from **03.03.2025** subject to the approval of shareholders at the ensuing Annual General Meeting. We are eager to have you as an integral part of the growth of our Company.

We thank you for your confirmation to the Company that you meet the "independence" criteria as envisaged in Section 149(6) of the Companies Act, 2013 ("**2013 Act**").

This letter is being issued to comply with the requirements of Schedule IV of the 2013 Act pertaining to the Code of Design Engineers.

This letter sets out the broad terms of your appointment as an Design Engineer, on the Board of the Company.

The terms of your appointment, as set out in this letter, are subject to the extant provisions of the (I) applicable laws, including 2013 Act and (ii) Articles of Association of the Company ("AOA").

1. Appointment

Your appointment will be for a period up to **07.03.2025**, subject to shareholders' approval and shall take effect from **07.03.2030**. The Company may disengage Design Engineers prior to completion of the Term subject to compliance of relevant provisions of the 2013 Act.

As an Design Engineer you will not be liable to retire by rotation.

Reappointment 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. Your reappointment would be considered based on the outcome of the performance evaluation process and you continuing to meet the independence criteria.

You may be requested to be a member / Chairman of any one or more Committees of the Board which may be constituted from time to time.

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2. Role, duties and responsibilities

- A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:
- Requirements under the Companies Act, 2013,
 - Accountability under the Director's Responsibility Statement.
- B. You shall abide by the „Code For Design Engineers“ as outlined in Schedule IV to section 149(8) of the 2013 Act, and duties of directors as provided in the 2013 Act (including Section 166).

3. Time Commitment

Considering the nature of the role of a director, it is difficult for a company to lay down specific parameters on time commitment. You agree to devote such time as is prudent and necessary for the proper performance of your role, duties and responsibilities as an Design Engineer.

4. Remuneration

As an Design Engineer you shall be paid sitting fees for attending the meetings of the Board and the Committees of which you are a member. The sitting fees for attending each meeting of the Board and its Committees would be as determined by the Board from time to time.

In addition to the sitting fees, commission that may be determined by the Board may also be payable to you. In determining the amount of this commission, the Board supported by the Nomination and Remuneration Committee may consider performance of the Company and your performance as evaluated by the Board.

Further, the Company may pay or reimburse to you such expenditure, as may have been incurred by you while performing your role as an Design Engineer of the Company. This could include reimbursement of expenditure incurred by you for accommodation, travel and any out of pocket expenses for attending Board/ Committee meetings, General Meetings, court convened meetings, meetings with shareholders/ creditors/ management, site visits, induction and training (organized by the Company for Directors) and in obtaining, subject to the expense being reasonable, professional advice from independent advisors in the furtherance of your duties as an Design Engineer.

5. Insurance

The Company will take an appropriate Directors" and Officers" Liability Insurance policy and pay the premiums for the same. It is intended to maintain such insurance cover for the Term of your appointment, subject to the terms of such policy in force from time to time. A copy of the policy document will be supplied on request.

6. Tata Code of Conduct

As an Design Engineer of the Company, you agree to comply with the Tata Code of Conduct for Non-Executive Directors (NEDs).

Unless specifically authorized by the Company, you shall not disclose company and business information to constituencies such as the media, the financial community, employees, shareholders, agents, franchisees, dealers, distributors and importers.



Your obligation of confidentiality shall survive cessation of your directorship with the Company. We would also like to draw your attention to the applicability of both, Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 1992 and the Tata Code of Conduct on Prevention of Insider Trading, 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.

7. Training and Development

The Company may, if required, conduct formal training program for its Design Engineers which may include any or all of the following:

- Board roles and responsibilities, whilst seeking to build working relationship among the Board members,
- Company's vision, strategic direction, core values, ethics and corporate governance practices,
- Familiarization with financial matters, management team and business operations,
- Meetings with stakeholders, visits to business locations and meetings with senior and middle management.

The Company may, as may be required, support Directors to continually update their skills and knowledge and improve their familiarity with the company and its business. The Company will fund/arrange for training on all matters which are common to the whole Board.

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 will be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be 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 Design Engineer of the Company, you shall promptly disclose the same to the Chairman and the Company Secretary of the Company. By signing this letter, you hereby confirm that as on date of this letter, you have no such conflict of interest issues with your existing directorships.

During your Term, you agree to promptly provide a declaration under Section 149(7) of the 2013 Act, upon any change in circumstances which may affect your status as an Design Engineer.



10. Changes of personal details

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

11. Disengagement

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. 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.

Your directorship on the Board of the Company shall cease in accordance with law. The Company may disengage Design Engineers prior to completion of Term (subject to compliance of relevant provisions of the 2013 Act) upon violation of any provision of the Tata Code of Conduct as applicable to Non-Executive Directors, upon the director failing to meet the criteria for independence as envisaged in Section 149(6) of the 2013 Act.

12. Miscellaneous

This letter along with your detailed profile shall be disclosed on the website of the Company.

13. Acceptance of Appointment

Please confirm your acceptance of the above terms by signing and returning the enclosed duplicate copy of this letter.

We thank you for your continued support and commitment to the Company.

Yours Sincerely,

For Tata Consulting Engineers Limited

NAME: **Lakshmanan Krishnakumar**
Chairman

AGREE AND ACCEPT

I have read and understood the terms of my appointment as an Digital Marketing Advisers of the Company and I hereby affirm my acceptance to the same.

Name: VIJAYALAKSHMI.S

Place: Thanjavur


Nidhi Mehendiratta
Head-HR



B-Wing, 2nd Floor, Ahura Centre, Mahakali
Caves Road, Andheri (E), Chennai -

ANUSIYA .R

2 street
Medical College Road
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear ANUSIYA .R,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Ultra Tech - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R.Ravi kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department. Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact K.Karthikeyan HR-Department - 9342565700.

We look forward to working with you and wish you all the best in your new role.


Authorized Signatory
UltraTech Cement Ltd



B-Wing, 2nd Floor, Ahura Centre, Mahakali
Caves Road, Andheri (E), Chennai -

PRAVIN .H

1st Street
Arulanatha Nagar
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear PRAVIN .H,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Ultra Tech - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R.Ravi kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department. Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact K.Karthikeyan HR-Department - 9342565700.

We look forward to working with you and wish you all the best in your new role.


Authorized Signatory
UltraTech Cement Ltd



B-Wing, 2nd Floor, Ahura Centre, Mahakali
Caves Road, Andheri (E), Chennai -

MEEGA .M

3rd Street
Mangalpuram - MC Road
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear MEEGA .M,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Ultra Tech - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R.Ravi kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department. Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact K.Karthikeyan HR-Department - 9342565700.

We look forward to working with you and wish you all the best in your new role.


Authorized Signatory
UltraTech Cement Ltd



B-Wing, 2nd Floor, Ahura Centre, Mahakali
Caves Road, Andheri (E), Chennai -

ARTHI .C

Medical College Road
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear ARTHI .C,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Ultra Tech - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R.Ravi kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department. Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact K.Karthikeyan HR-Department - 9342565700.

We look forward to working with you and wish you all the best in your new role.


Authorized Signatory
UltraTech Cement Ltd



B-Wing, 2nd Floor, Ahura Centre, Mahakali
Caves Road, Andheri (E), Chennai -

SWATHI .M

3rd Cross Street
Balaji Nagar-MC Road
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear SWATHI .M,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Ultra Tech - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R.Ravi kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department. Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact K.Karthikeyan HR-Department - 9342565700.

We look forward to working with you and wish you all the best in your new role.


Authorized Signatory
UltraTech Cement Ltd



B-Wing, 2nd Floor, Ahura Centre, Mahakali
Caves Road, Andheri (E), Chennai -

RAJASURYA .B

1/103 Main Road
Ramanathan Hospital opp,
Thanjavur -613 002

Subject: Appointment Order for the Position of Marketing Representative

Dear RAJASURYA .B,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Ultra Tech - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R.Ravi kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department. Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact K.Karthikeyan HR-Department - 9342565700.

We look forward to working with you and wish you all the best in your new role.


Authorized Signatory
UltraTech Cement Ltd



Maharnonbu Chavadi,
Thanjavur, Tamil Nadu 613001

To

Date: 12 Apr 2023

DUVETHA .A.M

RR Nagar 1st cross
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear DUVETHA .A.M,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R. Ravi
5. Job Location: Chennai
6. Salary: 15,000 PM.



Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.



Maharnonbu Chavadi, Thanjavur, Tamil Nadu 613001



Maharnonbu Chavadi,
Thanjavur, Tamil Nadu 613001

To
KARTHIKEYAN.S
RMS Nagar
Thanjavur

Date: 12 Apr 2023

Subject: Appointment Order for the Position of Marketing Representative

Dear KARTHIKEYAN.S,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R. Ravi
5. Job Location: Chennai
6. Salary: 15,000 PM.



Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.



Maharnonbu Chavadi, Thanjavur, Tamil Nadu 613001



Maharnonbu Chavadi,
Thanjavur, Tamil Nadu 613001

To
MOHAMED SUHAIL.A
RMS Nagar
Thanjavur

Date: 12 Apr 2023

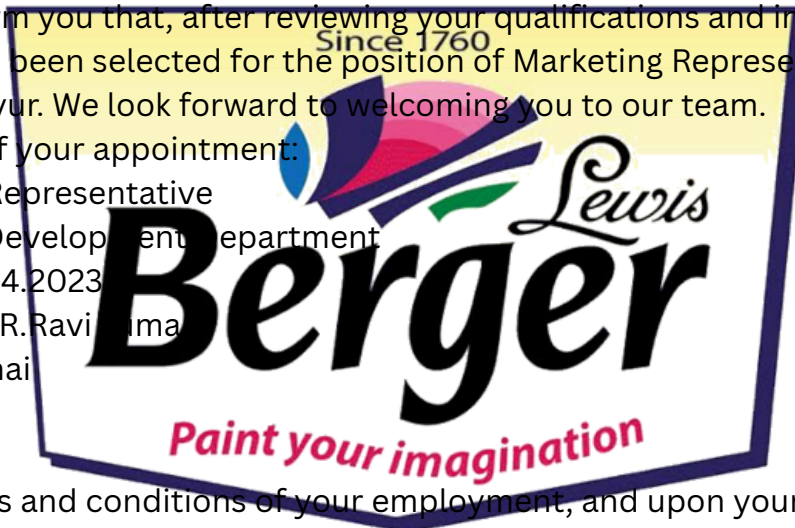
Subject: Appointment Order for the Position of Marketing Representative

Dear MOHAMED SUHAIL.A,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R. Ravi
5. Job Location: Chennai
6. Salary: 15,000 PM.



Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..]

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.



Maharnonbu Chavadi, Thanjavur, Tamil Nadu 613001



Maharnonbu Chavadi,
Thanjavur, Tamil Nadu 613001

To

Date: 12 Apr 2023

SARAN KUMAR.P

Medical College Road
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear SARAN KUMAR.P,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R. Ravi Kumar
5. Job Location: Chennai
6. Salary: 15,000 PM.



Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.



Maharnonbu Chavadi, Thanjavur, Tamil Nadu 613001



Maharnonbu Chavadi,
Thanjavur, Tamil Nadu 613001

To
SUKUMAR .M
RMS Nagar
Thanjavur

Date: 12 Apr 2023

Subject: Appointment Order for the Position of Marketing Representative

Dear **SUKUMAR .M**,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R. Ravi
5. Job Location: Chennai
6. Salary: 15,000 PM.



Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.



Maharnonbu Chavadi, Thanjavur, Tamil Nadu 613001



Maharnonbu Chavadi,
Thanjavur, Tamil Nadu 613001

To
SUNDARRAJAN .T
RMS Nagar
Thanjavur

Date: 12 Apr 2023

Subject: Appointment Order for the Position of Marketing Representative

Dear SUNDARRAJAN .T,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

1. Position: Marketing Representative
2. Department: Sales Development Department
3. Date of Joining: 13.04.2023
4. Reporting Manager: R. Ravi
5. Job Location: Chennai
6. Salary: 15,000 PM.



Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.



Maharnonbu Chavadi, Thanjavur, Tamil Nadu 613001



64, Pudukkottai Rd,
Arulananda Nagar East Exstension,
Annai Sathya Nagar, Thanjavur, Tamil Nadu
613007

Date: 13.04.2024

Ramachandran .V
5th street, Pillayar Patti
Thanjavur 613 007

Subject: Appointment Letter

Dear Ramachandran .V,

We are pleased to offer you the position of Sales Executive at TVS Bike showroom Thanjavur . After reviewing your qualifications and performance during the interview process, we are confident that you will be a valuable addition to our team.

The terms and conditions of your employment are as follows:

Job Title: Sales Executive

Reporting to: Mr.S.Kannan

.Start Date: 01.05.2024

Compensation: 2500

Salary: 490000 PA

Benefits: [ESI, health insurance, bonuses, etc.]

Work Schedule: [8 Hours]

Please note that your employment is subject to the company's policies and procedures, which will be provided to you upon joining. You will also be required to sign a non-disclosure agreement

Three Years as part of your employment contract.

Kindly sign and return the enclosed copy of this letter as confirmation of your acceptance of this offer. If you have any questions or require further information, please do not hesitate to contact 8015258530.

We are excited to welcome you to TVS Bike showroom Thanjavur and we look forward to a successful and fulfilling working relationship.

Sincerely,



TVS Bike showroom - Thanjavur

Acknowledgement and Acceptance:

I Ramachandran .V hereby accept the appointment as outlined above and agree to the terms and conditions mentioned.

Signature:

Date: __13.04.2024__



64, Pudukkottai Rd,
Arulananda Nagar East Exstension,
Annai Sathya Nagar, Thanjavur, Tamil Nadu
613007

Date: 13.04.2024

Manikandan .S
RR Nagar, SBI Bank Opposite
Thanjavur 613 013

Subject: Appointment Letter

Dear Manikandan .S,

We are pleased to offer you the position of Sales Executive at TVS Bike showroom Thanjavur . After reviewing your qualifications and performance during the interview process, we are confident that you will be a valuable addition to our team.

The terms and conditions of your employment are as follows:

Job Title: Sales Executive

Reporting to: Mr.S.Kannan

.Start Date: 01.05.2024

Compensation: 2500

Salary: 490000 PA

Benefits: [ESI, health insurance, bonuses, etc.]

Work Schedule: [8 Hours]

Please note that your employment is subject to the company's policies and procedures, which will be provided to you upon joining. You will also be required to sign a non-disclosure agreement

Three Years as part of your employment contract.

Kindly sign and return the enclosed copy of this letter as confirmation of your acceptance of this offer. If you have any questions or require further information, please do not hesitate to contact 8015258530.

We are excited to welcome you to TVS Bike showroom Thanjavur and we look forward to a successful and fulfilling working relationship.

Sincerely,



TVS Bike showroom - Thanjavur

Acknowledgement and Acceptance:

I Manikandan .S hereby accept the appointment as outlined above and agree to the terms and conditions mentioned.

Signature:

Date: __13.04.2024__



64, Pudukkottai Rd,
Arulananda Nagar East Exstension,
Annai Sathya Nagar, Thanjavur, Tamil Nadu
613007

Date: 13.04.2024

Raj Mohan .P
5th street Keela vasal
Thanjavur 613 007

Subject: Appointment Letter

Dear Raj Mohan .P

We are pleased to offer you the position of Sales Executive at TVS Bike showroom Thanjavur . After reviewing your qualifications and performance during the interview process, we are confident that you will be a valuable addition to our team.

The terms and conditions of your employment are as follows:

Job Title: Sales Executive

Reporting to: Mr.S.Kannan

.Start Date: 01.05.2024

Compensation: 2500

Salary: 490000 PA

Benefits: [ESI, health insurance, bonuses, etc.]

Work Schedule: [8 Hours]

Please note that your employment is subject to the company's policies and procedures, which will be provided to you upon joining. You will also be required to sign a non-disclosure agreement Three Years as part of your employment contract.

Kindly sign and return the enclosed copy of this letter as confirmation of your acceptance of this offer. If you have any questions or require further information, please do not hesitate to contact 8015258530.

We are excited to welcome you to TVS Bike showroom Thanjavur and we look forward to a successful and fulfilling working relationship.

Sincerely,



TVS Bike showroom - Thanjavur

Acknowledgement and Acceptance:

I Raj Mohan .P hereby accept the appointment as outlined above and agree to the terms and conditions mentioned.

Signature:

Date: __13.04.2024__



64, Pudukkottai Rd,
Arulananda Nagar East Exstension,
Annai Sathya Nagar, Thanjavur, Tamil Nadu
613007

Date: 13.04.2024

Thirumenirajan .R
RMS Nagar 1st Street
Thanjavur 613 007

Subject: Appointment Letter

Dear Thirumenirajan .R,

We are pleased to offer you the position of Sales Executive at TVS Bike showroom Thanjavur . After reviewing your qualifications and performance during the interview process, we are confident that you will be a valuable addition to our team.

The terms and conditions of your employment are as follows:

Job Title: Sales Executive

Reporting to: Mr.S.Kannan

.Start Date: 01.05.2024

Compensation: 2500

Salary: 490000 PA

Benefits: [ESI, health insurance, bonuses, etc.]

Work Schedule: [8 Hours]

Please note that your employment is subject to the company's policies and procedures, which will be provided to you upon joining. You will also be required to sign a non-disclosure agreement

Three Years as part of your employment contract.

Kindly sign and return the enclosed copy of this letter as confirmation of your acceptance of this offer. If you have any questions or require further information, please do not hesitate to contact 8015258530.

We are excited to welcome you to TVS Bike showroom Thanjavur and we look forward to a successful and fulfilling working relationship.

Sincerely,



TVS Bike showroom - Thanjavur

Acknowledgement and Acceptance:

I Thirumenirajan .R hereby accept the appointment as outlined above and agree to the terms and conditions mentioned.

Signature:

Date: __13.04.2024__



meenakshi
HOSPITAL

GABRAHAM.A

NMS Nagar
Thanjavur

Date: 22 April 2023

Dear ABRAHAM.A

Subject: Confirmation of Selection and Appointment for Healthcare consultant Position:

We are pleased to inform you that after careful consideration and evaluation of your interview performance, you have been selected for the position of healthcare consultant at . We are excited to extend this opportunity to you, and we believe your skills and experience will contribute significantly to our team.

As discussed during the interview, your employment will be governed by the terms and conditions outlined in the official appointment/order letter, which will be issued to you shortly.

Please review the following key details regarding your appointment:

Position: Healthcare consultant



Location: Meenakshi Hospital in Thanjavur.

In the next few days, you will receive the official appointment/order letter along with the terms of employment, including compensation details, benefits, and other relevant information.

If you have any questions or need further clarification before receiving the official letter, please don't hesitate to contact us at 8015253085.

We look forward to welcoming you to Meenakshi Hospital in Thanjavur and are confident that you will be a valuable addition to our team.

Once again, congratulations on your selection!

Sincerely,

**Meenakshi Hospital in Thanjavur is located at 244/2, Trichy Main Road,
Near New Bus Stand, Neelagiri Therkku Thottam, Thanjavur – 613005**



meenakshi

HOSPITAL

GNANESH .L

Pillayar Patti
Thanjavur
613 009

Date: 22 April 2023

Dear GNANESH .L

Subject: Confirmation of Selection and Appointment for Healthcare consultant Position:

We are pleased to inform you that after careful consideration and evaluation of your interview performance, you have been selected for the position of healthcare consultant at . We are excited to extend this opportunity to you, and we believe your skills and experience will contribute significantly to our team.

As discussed during the interview, your employment will be governed by the terms and conditions outlined in the official appointment/order letter, which will be issued to you shortly.

Please review the following key details regarding your appointment:

Position: Healthcare consultant

Location: Meenakshi Hospital in Thanjavur.

In the next few days, you will receive the official appointment/order letter along with the terms of employment, including compensation details, benefits, and other relevant information.

If you have any questions or need further clarification before receiving the official letter, please don't hesitate to contact us at 8015253085.

We look forward to welcoming you to Meenakshi Hospital in Thanjavur and are confident that you will be a valuable addition to our team.

Once again, congratulations on your selection!



Sincerely,

**Meenakshi Hospital in Thanjavur is located at 244/2, Trichy Main Road,
Near New Bus Stand, Neelagiri Therkku Thottam, Thanjavur – 613005**



meenakshi

HOSPITAL

AKASH.M

Pillayar Patti
Vallam
Thanjavur
613 009

Date: 22 April 2023

Dear AKASH.M

Subject: Confirmation of Selection and Appointment for Healthcare consultant Position:

We are pleased to inform you that after careful consideration and evaluation of your interview performance, you have been selected for the position of healthcare consultant at . We are excited to extend this opportunity to you, and we believe your skills and experience will contribute significantly to our team.

As discussed during the interview, your employment will be governed by the terms and conditions outlined in the official appointment/order letter, which will be issued to you shortly.

Please review the following key details regarding your appointment:

Position: Healthcare consultant

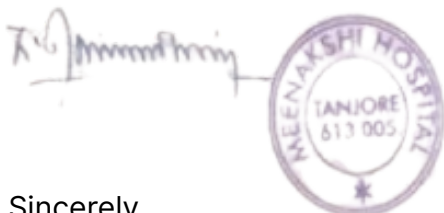
Location: Meenakshi Hospital in Thanjavur.

In the next few days, you will receive the official appointment/order letter along with the terms of employment, including compensation details, benefits, and other relevant information.

If you have any questions or need further clarification before receiving the official letter, please don't hesitate to contact us at 8015253085.

We look forward to welcoming you to Meenakshi Hospital in Thanjavur and are confident that you will be a valuable addition to our team.

Once again, congratulations on your selection!



Sincerely,

**Meenakshi Hospital in Thanjavur is located at 244/2, Trichy Main Road,
Near New Bus Stand, Neelagiri Therkku Thottam, Thanjavur – 613005**



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To
AJAI.S
Thiruvaiyaru
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear AJAI.S,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To

ARUN.A

1st CrossnStreet,Nanjikottai
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear ARUN.A,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

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To
BEER MOHAMED.B
Pillayar Patti
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear BEER MOHAMED.B,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative
Department: Sales Development Department
Date of Joining: 13.04.2023
Reporting Manager: R.Ravi kumar
Job Location: Chennai
Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Anesh Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To
HARISHKUMAR.R
Raja Street,Bharma Colony
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear HARISHKUMAR.R,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

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If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To
JOEMON RAVI.R
Villar Street
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear JOEMON RAVI.R,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

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If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To
MITHRAN.K
Municipal Colony
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear MITHRAN.K,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

Please note: Your appointment is subject to the submission of all necessary documents required by the company, including [mention any required documents like ID proof, educational certificates, etc..

We are confident that you will be a valuable addition to our team and contribute towards the growth and success of the organization.

If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To
RAVICHANDRAN.R
Municipal Colony
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear RAVICHANDRAN.R,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

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If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To
SRIKANTH.P
RMS Nagar
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear SRIKANTH.P,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

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To
VENKATESU.K
VIP Street, Nanjikottai
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear VENKATESU.K,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

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If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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To
VIMAL RAJ.R
Municipal Colony
Thanjavur

Subject: Appointment Order for the Position of Marketing Representative

Dear VIMAL RAJ.R,

We are pleased to inform you that, after reviewing your qualifications and interview performance, you have been selected for the position of Marketing Representative with Berger Paints - Thanjavur. We look forward to welcoming you to our team.

Below are the details of your appointment:

Position: Marketing Representative

Department: Sales Development Department

Date of Joining: 13.04.2023

Reporting Manager: R.Ravi kumar

Job Location: Chennai

Salary: 15,000 PM.

Please review the terms and conditions of your employment, and upon your acceptance of this offer, kindly sign the enclosed copy of the appointment letter and return it to the HR department.

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If you have any queries, feel free to contact G.Aness Fathima HR-Department - 9751454502 We look forward to working with you and wish you all the best in your new role.

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