



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

**1. Term:**

The Appointment is for \_\_\_\_\_ term of \_\_\_\_\_ years w.e.f. \_\_\_\_\_.  
The Appointment is for a term commencing from w.e.f. \_\_\_\_\_ up to \_\_\_\_\_.

**2. Committees:**

- 2.1 During the Appointment, Independent Director may be required to serve on one or more of the committees of the Board, such as Audit Committee, Nomination and Remuneration Committee, Corporate Social Responsibility, Risk Management Committee and Stakeholders' Relationship Committee or such other Committees, as the Board may decide.
- 2.2 Independent Director will be identified as an Independent Non-Executive Director in the Annual Report and other documentation of the Company. If circumstances change, and Independent Director believe that his/her independence could be in doubt, Independent Director should discuss the same with the Chairman of the Company as soon as practicable.

**3. Duties and Liabilities:**

- 3.1 Independent Director will perform his/her fiduciary duties in a responsible manner and his/her general legal responsibilities to the Company will be at par with a Non-Executive Director.
- 3.2 Independent Director shall act in accordance with the Articles of Association of the Company and while discharging his/her duties, comply inter se with the requirements of Section 166 and Schedule IV of the Companies Act, 2013 ("the Act").
- 3.3 Independent Director will be held liable in respect of such acts of omission or commission by the Company which have occurred with his/her knowledge, attributable through Board processes and with his/her consent or where Independent Director have not acted diligently.

**4. Code for Independent Directors:**

- 4.1 The Company has relied on Independent Director declaration that Independent Director meet the criteria of independence as provided in Section 149(6) of the

**Hathway Cable and Datacom Limited**

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Act as also in the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations").

- 4.2 Independent Director will be required to abide by the guidelines as to professional conduct for independent directors as set out in Section 149(8) read with Schedule IV to the Act.
- 4.3 Independent Director will be required to comply with applicable provisions of any code of conduct framed by the Board for all Board members and Senior Management of the Company under the Listing Regulations.

## **5. Restrictions:**

- 5.1 During the term of Appointment, Independent Director is expected not to take up directorship in any company (whether in India or abroad) engaged in the same or similar businesses as that of the Company or in a company, business or undertaking which competes or is likely to compete with the Company or which could otherwise potentially give rise to a conflict with his/her duties with the Company. In the event that Independent Director become aware of any potential conflicts of interest, or in case of doubt, please consult the Chairman of the Company as soon as practicable.
- 5.2 During the term of Appointment, Independent Director shall not serve as (a) an independent director in more than the prescribed number of listed companies and (b) a committee member of more than the prescribed number of committees including chairmanship of such committees, as permitted.
- 5.3 During the term of Appointment, Independent Director is prohibited from dealing in the Company's securities when the trading window is closed. Independent Director should not enter into insider trading and is expected to comply with the Company's code for securities dealing as well as with the concerned provisions of the Insider Trading Laws and Regulations.
- 5.4 During the term of Appointment, Independent Director will not enter into any agreement for himself/herself or on behalf of any other person, with any shareholder or any other third party with regard to compensation or profit sharing in connection with dealings in the securities of the Company without obtaining the prior approval from the Board of Directors as well as public shareholders of the Company.

## **6. Time Commitment:**

By accepting the Appointment, Independent Director confirm that he/she will be able to allocate sufficient time to perform his/her duties as a director and attend meetings of

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the Board or any committee thereof. In addition to such attendances, Independent Director will be expected to devote appropriate preparation time ahead of each meeting.

## **7. Training and Development:**

- 7.1 Independent Director will be invited to attend ongoing training and familiarization sessions including site visits, as and when conducted for Directors.
- 7.2 The Board members are provided with necessary documents / brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices.
- 7.3 Periodic presentations are made at the Board and Board Committee meetings, on business and performance updates of the Company, global business environment, business strategy and risks involved.
- 7.4 Monthly/Quarterly updates on relevant statutory changes and landmark judicial pronouncements encompassing important laws are regularly circulated to Directors.

## **8. Evaluation Process:**

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

## **9. Remuneration:**

In consideration of Independent Directors' services, the Company will pay sitting fees of Rs. 50,000/- or such other amount as permitted for attending each meeting of the Board or Rs. 40,000/- for attending each meeting of Audit Committee thereof.

## **10. Expenses:**

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

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**11. Confidentiality:**

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

**12. Insurance:**

The Company has Directors' and Officers' ("D&O") liability insurance and it is intended to maintain such cover for the full term of the Appointment. The Independent Director may obtain details of such insurance from the Company Secretary.

**13. Indemnity:**

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

**14. Publication of Letter:**

In line with the provisions of Schedule IV to the Act, Independent Directors' letter of appointment will be open for inspection by any member and the Company will also post the generic copy of this letter on the Company's website: [www.hathway.com](http://www.hathway.com).

**15. Governing Law:**

The Appointment and the terms hereunder are governed by the Companies Act, 2013 and other laws of India, and subject to jurisdiction of Courts in Mumbai.

**16. Relationship:**

16.1 This Appointment letter constitutes neither a contract for services nor a service contract.

16.2 There will be no relationship of employer and employee as a consequence of his/her appointment as an independent director of the Company.

**17. Authority:**

This letter of appointment is issued under the authority of the Board.

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**18. Counterparts:**

This letter of Appointment is issued in two counterparts and Independent Director are requested to sign and return one counterpart in token of his/her acceptance of the terms and conditions contained in this letter of Appointment.

Thanking you

Your sincerely

**For and on behalf of Board of Directors**

**Company Secretary**

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