

Appointment of Independent Director

Date: 3RD JULY2024

To,

MR. RABINDRA NATH NAYAK
M55C, Adani Brahma Samsara,
Sector 60, Gurgaon 122 101

Hearty welcome to Yash Highvoltage Limited as an Independent Director of the Board of our Company.

We are pleased to inform you that the Board of Directors of the Company at its Board meeting held on 29th June, 2024 has appointed you and confirm your appointment as Non-Executive-Independent Director on the Board of Yash Highvoltage Limited (hereinafter referred to as Yash or the Company) for a period of three years.

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

1. Appointment

Your term of appointment as Non-Executive Independent Director is for a further period of three years on the Board of Directors of Yash Highvoltage Ltd with effect from 29th June 24. Your appointment is subject to approval of the Shareholders as per the provisions of the Companies Act, 2013.

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

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

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

2. Committees

The Board of Directors (the Board) may, if it deems fit, invite you for being appointed on one or more existing Board Committees or any such Committee that is set up in the future. Your appointment on such Committee(s) will be subject to the applicable laws and regulations.

YASH HIGHVOLTAGE LTD.
(Formerly Yash Highvoltage Insulators Pvt. Ltd.)
An ISO 9001 : 2015 Certified Company

Corporate Office : 2-3, Param Park, B/h Taksh Bungalows, Vasna Road, Vadodara-390007, Gujarat, India.
Reg. Office & Factory : 84/1B, P. O. Khakhariya, Halol-Savli Road, Dist. Vadodara-391510, Gujarat, India.
Mob.: +91 90990 96577 **Email :** sales@yashhv.com
CIN No.: U40109GJ2002PLC040833



The Board of Directors (the Board) may, if it deems fit, invite you for being appointed on one or more existing Board Committees or any such Committee that is set up in the future. Your appointment on such Committee(s) will be subject to the applicable laws and regulations.

3. Role and Duties

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

- (i) act in accordance with the Company's Articles of Association.
- (ii) act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interest of the Company, and in the best interests of the Company, its employees, the shareholders, the community and for the protection of environment.
- (iii) exercise your duties with due and reasonable care, skill and diligence.
- (iv) not involve yourself in a situation in which you may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company.
- (v) not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates.
- (vi) not assign your office as Director and any assignments so made shall be void.

You shall also abide by the **'Code for Independent Directors'** as outlined in Schedule IV to the Companies Act, 2013, and duties of directors as provided in the said Act and in Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Fees/Commission:

You will be paid such remuneration by way of sitting fees for meetings of the Board Rs.75000 per meeting and for Committees meeting Rs.25000 per committee meeting as may be decided by the Board and/or approved by the Shareholders from time to time.



Further, the Board of Directors of the Company at its meeting held on 29th June, 2024 has also passed a resolution for payment of remuneration as per the copy of the resolution attached herewith. The same will be subject to the approval of the Share holders at the ensuring Annual General Meeting of the Company.

Reimbursement of Expenses:

In addition to the remuneration described, hereinabove, the Company will, for the period of your appointment, reimburse you for travel, hotel and other incidental expenses incurred by you in the performance of your role and duties.

5. Code of Conduct & other compliances

During the appointment, you will comply with any relevant 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, Code of Conduct and Ethics for Directors and Senior Executives and Insider Trading Code and such other requirements as the Board of Directors may from time to time specify.

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

6. Conflict of Interest

It is accepted and acknowledged that you may have business interests other than those of the Company. As a condition to your appointment commencing, you are required to declare any such directorships, appointments and interests to the Board in writing in the prescribed form at the time of your appointment.

In the event that your circumstances seem likely to change and might give rise to a conflict of interest or, when applicable, circumstances that might lead the Board to revise its judgment that you are independent, this should be disclosed to both the Chairman and the Secretary.

7. Confidentiality

All information acquired during your appointment is confidential and should not be released, either during your appointment or following termination (by whatever means) to third parties without prior clearance from the Chairman unless required by law or by the rules of any stock exchange or regulatory body. On reasonable request, you shall surrender any documents and other materials made available to you by Yash.



Your attention is also drawn to the requirements under the applicable regulations and the Yash Share Dealing Code which concern the disclosure of price sensitive information and dealing in the securities of Yash. Consequently, you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Chairman or the Secretary.

8. Evaluation

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

9. Training & Development Programs

The Company shall conduct familiarization program to for its Independent Directors which may be required to attend by all the Independent Directors of the Company.

10. Disclosure of Interest

You shall disclose material interest that in any transaction or arrangement that the Company has entered into. Such interest should be disclosed no later than when the transaction or arrangement comes up at a Board meeting so that the minutes may record your interest appropriately and our records are updated. A general notice that you are interested in any contracts with a particular person, firm or company is acceptable.

11. Termination

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

12. Governing Law

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

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



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

Yours sincerely,



Keyur Shah
Managing Director
Yash Highvoltage Limited
Place: VADODARA
Date: 03.07.2024



AGREE AND ACCEPT

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

Name: **RABINDRA NATH NAYAK**

Place:

Date:

CODE FOR INDEPENDENT DIRECTORS

SCHEDULE IV TO THE COMPANIES ACT, 2013

[See section 149(8)]

The Code is a guide to professional conduct for independent directors. Adherence to these standards by independent directors and fulfillment of their responsibilities in a professional and faithful manner will promote confidence of the investment community, particularly minority shareholders, regulators and companies in the institution of independent directors.

I. Guidelines of professional conduct:

An independent director shall:

- (1) uphold ethical standards of integrity and probity;
- (2) act objectively and constructively while exercising his duties;
- (3) exercise his responsibilities in a bona fide manner in the interest of the company;
- (4) devote sufficient time and attention to his professional obligations for informed and balanced decision making;
- (5) not allow any extraneous considerations that will vitiate his exercise of objective independent judgment in the paramount interest of the company as a whole, while concurring in or dissenting from the collective judgment of the Board in its decision making;
- (6) not abuse his position to the detriment of the company or its shareholders or for the purpose of gaining direct or indirect personal advantage or advantage for any associated person;
- (7) refrain from any action that would lead to loss of his independence;
- (8) where circumstances arise which make an independent director lose his independence, the independent director must immediately inform the Board accordingly;
- (9) assist the company in implementing the best corporate governance practices

II. Role and functions:

The independent directors shall:

- (1) help in bringing an independent judgment to bear on the Board's deliberations especially on issues of strategy, performance, risk management, resources, key appointments and standards of conduct;
- (2) bring an objective view in the evaluation of the performance of board and management;
- (3) scrutinize the performance of management in meeting agreed goals and objectives and monitor the reporting of performance;

- (4) satisfy themselves on the integrity of financial information and that financial controls and the systems of risk management are robust and defensible;
- (5) safeguard the interests of all stakeholders, particularly the minority shareholders;
- (6) balance the conflicting interest of the stakeholders;
- (7) determine appropriate levels of remuneration of executive directors, key managerial personnel and senior management and have a prime role in appointing and where necessary recommend removal of executive directors, key managerial personnel and senior management;
- (8) moderate and arbitrate in the interest of the company as a whole, in situations of conflict between management and shareholder's interest.

III. Duties :

The independent directors shall—

- (1) undertake appropriate induction and regularly update and refresh their skills, knowledge and familiarity with the company;
- (2) seek appropriate clarification or amplification of information and, where necessary, take and follow appropriate professional advice and opinion of outside experts at the expense of the company;
- (3) strive to attend all meetings of the Board of Directors and of the Board committees of which he is a member;
- (4) participate constructively and actively in the committees of the Board in which they are chairpersons or members;
- (5) strive to attend the general meetings of the company;
- (6) where they have concerns about the running of the company or a proposed action, ensure that these are addressed by the Board and, to the extent that they are not resolved, insist that their concerns are recorded in the minutes of the Board meeting;
- (7) keep themselves well informed about the company and the external environment in which it operates;
- (8) not to unfairly obstruct the functioning of an otherwise proper Board or committee of the Board;
- (9) pay sufficient attention and ensure that adequate deliberations are held before approving related party transactions and assure themselves that the same are in the interest of the company;
- (10) ascertain and ensure that the company has an adequate and functional vigil mechanism and to ensure that the interests of a person who uses such mechanism are not prejudicially affected on account of such use;
- (11) report concerns about unethical behavior, actual or suspected fraud or violation of the company's code of conduct or ethics policy;
- (12) acting within his authority, assist in protecting the legitimate interests of the company, shareholders and its employees;

- (13) not disclose confidential information, including commercial secrets, technologies, advertising and sales promotion plans, unpublished price sensitive information, unless such disclosure is expressly approved by the Board or required by law.

IV. Manner of appointment:

- (1) Appointment process of independent directors shall be independent of the company management; while selecting independent directors the Board shall ensure that there is appropriate balance of skills, experience and knowledge in the Board so as to enable the Board to discharge its functions and duties effectively.
- (2) The appointment of independent director(s) of the company shall be approved at the meeting of the shareholders.
- (3) The explanatory statement attached to the notice of the meeting for approving the appointment of independent director shall include a statement that in the opinion of the Board, the independent director proposed to be appointed fulfils the conditions specified in the Act and the rules made thereunder and that the proposed director is independent of the management.
- (4) The appointment of independent directors shall be formalized through a letter of appointment, which shall set out :
 - a) the term of appointment;
 - b) the expectation of the Board from the appointed director; the Board-level committee(s) in which the director is expected to serve and its tasks;
 - c) the fiduciary duties that come with such an appointment along with accompanying liabilities;
 - d) provision for Directors and Officers (D and O) insurance, if any;
 - e) the Code of Business Ethics that the company expects its directors and employees to follow;
 - f) the list of actions that a director should not do while functioning as such in the company; and
 - g) the remuneration, mentioning periodic fees, reimbursement of expenses for participation in the Boards and other meetings and profit related commission, if any.
- (5) The terms and conditions of appointment of independent directors shall be open for inspection at the registered office of the company by any member during normal business hours.
- (6) The terms and conditions of appointment of independent directors shall also be posted on the company's website.

V. Re-appointment:

The re-appointment of independent director shall be on the basis of report of performance evaluation.

VI. Resignation or removal:

- (1) The resignation or removal of an independent director shall be in the same manner as is provided in sections 168 and 169 of the Act.
- (2) An independent director who resigns or is removed from the Board of the company shall be replaced by a new independent director within a period of not more than one hundred and eighty days from the date of such resignation or removal, as the case may be.
- (3) Where the company fulfils the requirement of independent directors in its Board even without filling the vacancy created by such resignation or removal, as the case may be, the requirement of replacement by a new independent director shall not apply.

VII. Separate meetings:

- (1) The independent directors of the company shall hold at least one meeting in a year, without the attendance of non-independent directors and members of management;
- (2) All the independent directors of the company shall strive to be present at such meeting;
- (3) The meeting shall:
 - a. review the performance of non-independent directors and the Board as a whole;
 - b. review the performance of the Chairperson of the company, taking into account the views of executive directors and non-executive directors;
 - c. assess the quality, quantity and timeliness of flow of information between the company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

VIII. Evaluation mechanism:

- (1) The performance evaluation of independent directors shall be done by the entire Board of Directors, excluding the director being evaluated.
- (2) On the basis of the report of performance evaluation, it shall be determined whether to extend or continue the term of appointment of the independent director.

DUTIES OF DIRECTORS AS PER SECTION 166 OF COMPANIES ACT, 2013

- (1) Subject to the provisions of this Act, a director of a company shall act in accordance with the articles of the company.
- (2) 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.
- (3) A director of a company shall exercise his duties with due and reasonable care, skill and diligence and shall exercise independent judgment.
- (4) 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.

- (5) A director of a company shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his 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.
- (6) A director of a company shall not assign his office and any assignment so made shall be void.
- (7) If a director of the company contravenes the provisions of this section such director shall be punishable with fine which shall not be less than one lakh rupees but which may extend to five lakh rupees.

EXTRACT OF REGULATION 4(2)(f) OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

Responsibilities of the Board of Directors

i. Disclosure of Information

- (1) Members of the Board of Director and key managerial personnel shall disclose to the board of directors whether they, directly, indirectly, or on behalf of third parties, have a material interest in any transaction or matter directly affecting the listing entity.
- (2) The Board and top management should conduct themselves so as to meet the expectations of operational transparency to stakeholders while at the same time maintaining confidentiality of information in order to foster a culture for good decision-making.

ii. Key functions of the Board:

The board should fulfill certain key functions, including:

- (1) Reviewing and guiding corporate strategy, major plans of action, risk policy, annual budgets and business plans, setting performance objectives, monitoring implementation and corporate performance, and overseeing major capital expenditures, acquisitions and divestments.
- (2) Monitoring the effectiveness of the company's governance practices and making changes as needed.
- (3) Selecting, compensating, monitoring and, when necessary, replacing key managerial personnel and overseeing succession planning.
- (4) Aligning key managerial personnel and board remuneration with the longer-term interests of the company and its shareholders.
- (5) Ensuring a transparent board nomination process with the diversity of thought, experience, knowledge, perspective and gender in the Board.
- (6) Monitoring and managing potential conflicts of interest of management, board members and shareholders, including misuse of corporate assets and abuse in related party transactions.
- (7) Ensuring the integrity of the company's accounting and financial reporting systems, including the independent audit, and that appropriate systems of control are in place, in particular, systems for risk management, financial and operational control, and compliance with the law and relevant standards.
- (8) Overseeing the process of disclosure and communications.
- (9) Monitoring and reviewing Board Evaluation framework.

iii. Other responsibilities

- (1) The Board should provide the strategic guidance to the company, ensure effective monitoring of the management and should be accountable to the company and the shareholders.
- (2) The Board should set a corporate culture and the values by which executives throughout a group will behave.
- (3) Board members should act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company and the shareholders.
- (4) The Board should encourage continuing directors training to ensure that the Board members are kept up to date.
- (5) Where Board decisions may affect different shareholder groups differently, the Board should treat all shareholders fairly.
- (6) The Board should maintain high ethical standards and should take into account the interests of stakeholders.
- (7) The Board should be able to exercise objective independent judgment on corporate affairs.
- (8) Boards should consider assigning a sufficient number of non-executive Board members capable of exercising independent judgment to tasks where there is a potential for conflict of interest.
- (9) The Board should ensure that, while rightly encouraging positive thinking, these do not result in over-optimism that either leads to significant risks not being recognized or exposes the company to excessive risk.
- (10) The Board should have ability to 'step back' to assist executive management by challenging the assumptions underlying: strategy, strategic initiatives (such as acquisitions), risk appetite, exposures and the key areas of the company's focus.
- (11) When committees of the board are established, their mandate, composition and working procedures should be well defined and disclosed by the board.
- (12) Board members should be able to commit themselves effectively to their responsibilities.
- (13) In order to fulfill their responsibilities, board members should have access to accurate, relevant and timely information.
- (14) The Board and senior management should facilitate the Independent Directors to perform their role effectively as a Board member and also a member of a committee.

Annexure B

To,
The Board of Directors
_____ Limited,
_____.

Dear Sirs,

Re: Declaration by Independent Director

I hereby certify that I am holding the position on the Board of _____ Limited as an Independent Director. I further certify that I meet all the requirements specified under Section 149 (6) of Companies Act, 2013 and Regulation 16 read with Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 with the Stock Exchanges, for holding the position of Independent Director.

Signature _____

Name:

Place:

Date:

CERTIFIED TRUE COPY OF THE RESOLUTION PASSED BY THE BOARD OF DIRECTORS OF THE COMPANY AT ITS MEETING HELD ON 29TH JUNE, 2024

To consider and approve for the remuneration to Mr. Rabindranath N. Nayak, Director of the Company.

“RESOLVED THAT pursuant to the provisions of Section 149, 197 & 198, Schedule V and all other applicable provisions of the Companies Act, 2013 and the Rules made thereunder read with regulation 17(6) and subject to approval of shareholders in the ensuing Annual General Meeting, the consent of the Board be and is hereby accorded to pay remuneration of 0.4% per annum of the Annual net profit of the Company, however not exceeding the limits provided under the provisions of the Companies Act, 2013 or any rules made thereof, by way of commission or otherwise to Mr. Rabindra Nath Nayak, (DIN:02658070), Non-Executive Independent Director of the Company for the financial year 2024-25, with effect from 1st July, 2024 and the said remuneration is in addition to sitting fees and reimbursement of expenses for attending the meetings of the Board of Directors or Committees thereof and the said remuneration be paid in such amount, proportion and manner as may be decided by the Board of Directors of the Company from time to time;

RESOLVED FURTHER THAT where in any financial year, the Company has no profits or its profits are inadequate, the Company may pay the above remuneration to its Independent Directors as minimum remuneration, for a period not exceeding three years or such other period as may be statutorily permitted subject to receipt of the requisite approvals;

RESOLVED FURTHER THAT the total overall managerial remuneration payable to all the directors of the Company in any financial year shall not exceed the limits prescribed under Section 197 and in case of no profits /inadequate profits in accordance with the provisions of Schedule V of the Act or such other sum as maybe permitted under the applicable provisions, as other applicable provisions of the Act;

RESOLVED FURTHER THAT the any Directors or Company Secretary of the Company be and are hereby severally authorized to do all such acts, deeds, matters and things as may be deemed necessary to give effect to this resolution.”

DATE : 1ST JULY, 2024

PLACE : VADODARA

FOR YASH HIGHVOLTAGE LTD.



KEYUR SHAH

MANAGING DIRECTOR

YASH HIGHVOLTAGE LTD.

CIN: U401099GJ2002PLC40833

An ISO 9001: 2015 Certified Company

Regd. Factory : 84/1-B, P.O. Khakhariya, B/h. General Motors, Halol – Champaner Road, Tal.- Savli ,

Dist.: Vadodara-391510, Gujarat (India). <mailto:sales@yashhv.com>

Corporate Office: 601 & 602, “OZONE” Sarabhai Compound, Sarabhai Marg, Near Genda Circle, Wadiwadi, Gorwa, Vadodara – 390003, Gujarat

CERTIFIED TRUE COPY OF THE RESOLUTION PASSED BY THE BOARD OF DIRECTORS OF THE COMPANY AT ITS MEETING HELD ON 29TH JUNE, 2024

To Consider and approve the formation of following Committees:

- a. **Audit Committee.**
- b. **Nomination & Remuneration Committee;**
- c. **Stake Holder Committee, and**
- d. **CSR Committee;**

The Board to discuss the same and pass the following resolutions, with or without modifications:

“RESOLVED THAT in supersession of earlier resolution passed by the Board of Directors and terms of Regulations 18 of the SEBI (LODR) Regulations, 2015 read with Section 177 of the Companies Act, 2013, the **Audit Committee** of the Company shall constitute the following Directors of the Board :

- a. Mr. Sonjoy Kumar Goel : Chairman
- b. Mr. Rabindranath Nayak : Member
- c. Mr.: Suril Saumil Mehta : Member
- d. Mr. Keyur Shah : Member

“ RESOLVED FURTHER THAT in supersession of earlier resolution passed by the Board of Directors and terms of Regulations 19 of the SEBI (LODR) Regulations, 2015 read with Section 178 of the Companies Act, 2013, the **Nomination and Remuneration Committee** of the Company shall constitute the following Directors of the Board :

- a. Mr. Suril Mehta : Chairman
- b. Mr. Rabindra Nath Nayak: Member
- c. Mr. Keyur Shah : Member

“ RESOLVED FURTHER THAT in supersession of earlier resolution passed by the Board of Directors and terms of Regulations 20 of the SEBI (LODR) Regulations, 2015 read with Section 178 of the Companies Act, 2013, the **Stakeholders Relation Committee** of the Company shall constitute the following Directors of the Board :

- a. Mr. Rabindra Nath Nayak: Chairperson
- b. Mr. Sonjoy kumar Goel : Member
- c. Mr. H.Fethke : Member



YASH HIGHVOLTAGE LTD.

CIN: U401099GJ2002PLC40833

An ISO 9001: 2015 Certified Company

Regd. Factory : 84/1-B, P.O. Khakhariya, B/h. General Motors, Halol – Champaner Road, Tal.- Savli ,

Dist.: Vadodara-391510, Gujarat (India). <mailto:sales@yashhv.com>

Corporate Office: 601 & 602, “OZONE” Sarabhai Compound, Sarabhai Marg, Near Genda Circle, Wadiwadi, Gorwa, Vadodara – 390003, Gujarat

"RESOLVED FURTHER THAT in supersession of earlier resolution passed by the Board of Directors and terms of Section 135 of the Companies Act, 2013, the **Corporate Social Responsibility Committee** of the Company shall constitute the following Directors of the Board:

- | | | |
|------------------------|---|----------|
| a. Mr. H. Fethke | : | Chairman |
| b. Mr. Twinkle K. Shah | : | Member |
| c. Mr. Keyur Shah | : | Member |

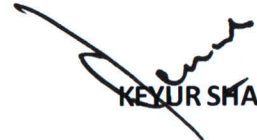
"RESOLVED FURTHER THAT the Company Secretary of the Company shall act as a Secretary for all the aforesaid Committees of the Directors."

DATE : 1ST JULY, 2024

PLACE : VADODARA



FOR YASH HIGHVOLTAGE LTD.


KEYUR SHAH
MANAGING DIRECTOR

YASH HIGHVOLTAGE LTD.

CIN: U401099GJ2002PLC40833

An ISO 9001: 2015 Certified Company

Regd. Factory : 84/1-B, P.O. Khakhariya, B/h. General Motors, Halol – Champaner Road, Tal.- Savli ,

Dist.: Vadodara-391510, Gujarat (India). <mailto:sales@yashhv.com>

Corporate Office: 601 & 602, "OZONE" Sarabhai Compound, Sarabhai Marg, Near Genda Circle, Wadiwadi, Gorwa, Vadodara – 390003, Gujarat