



## International Combustion (India) Limited

Regd. Off.: Infinity Benchmark, 11th Fl., Plot No. G-1,  
Block-EP & GP, Sector-V, Salt Lake, Kolkata - 700 091, India

Date : 25.07.2023

Mr. Srikumar Menon  
P-21/N, Block - A, Flat - 3A, Ground Floor,  
New Alipore  
Kolkata - 700 053

### Sub : Your Appointment as an Independent Director

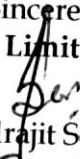
Sir,

We are pleased to inform you that in accordance with Sections 149 & 161 of the Companies Act, 2013 read with Article 86 of the Articles of Association of the Company, the Board of Directors of the Company, at its meeting held on 25<sup>th</sup> July, 2023, has appointed you as an Independent Director on the Board of the Company subject to confirmation by the shareholders by means of a special resolution at their ensuing 87<sup>th</sup> Annual General Meeting and subject to the following terms and conditions:-

- (a) Your term of appointment shall be for a maximum period of 5 years with effect from 25<sup>th</sup> July, 2023, in accordance with Section 149 of the Companies Act, 2013 subject, however, to the possibility of a second and final consecutive term of five years with the approval of a shareholders' special resolution ;
- (b) Your duties and responsibilities shall be in accordance with the applicable provisions of the Companies Act, 2013, the SEBI (LODR) Regulations, 2015 and other applicable laws and regulations ;
- (c) You shall also be serving as the Chairperson of the Audit Committee and as a member of the Nomination & Remuneration Committee ;
- (d) In accordance with the Companies Act, 2013, you shall be liable only in respect of such acts of omission or commission by the Company which had occurred with your knowledge, attributable through Board processes, and with your consent or connivance or where you had not acted diligently ;
- (e) Currently, the Company has no Directors and Officers (D and O) insurance policy. However, at present, the Company is not required to take out such a policy under the applicable laws and regulations ;
- (f) the Code of Conduct (including the Code for Independent Directors) that the Company expects/ requires its Directors and employees to follow is enclosed ; and
- (g) You shall be entitled to a sitting fee of Rs. 40,000/- or such other amount as may be determined by the Board from time to time in addition to the reimbursement of actual out-of-pocket expenses incurred for attending each Board or Committee meeting ;

Thanking You,

Yours Sincerely,  
For International Combustion (India) Limited

  
Indrajit Sen  
Managing Director

Encl. : As above