



Mr. Ganesh Natarajan
DIN: 00176393
Flat No-201, 2nd Floor,
219 Boat Club, Boat Club Road,
Sangamwadi, Pune City,
Pune - 411001

Dear Ganesh Natarajan,

Sub.: **Letter of Appointment as Independent Director**

Appointment

I have pleasure in informing you that based on the recommendations of the Leadership, Nomination & Remuneration Committee, the Board of Directors of the Company have appointed you as an Independent Director for a period of 3 years effective from 14 October 2025. The appointment will be subject to the provisions of the applicable laws and approval of the shareholders.

Time commitment

Overall, we anticipate a time commitment of about ten days for every financial year (2 days for each quarterly board meeting and 2 days for any other meeting called by the company). In addition, you may be required to devote appropriate preparation time ahead of each meeting. By accepting this appointment, you have confirmed that you are able to allocate sufficient time to meet the expectations of your role.

Role and responsibilities

Independent Directors would have the same general legal responsibilities to the company as any other Director. The Board as a whole is collectively responsible for the success of the company. The Board:

- provides entrepreneurial leadership of the company within a framework of prudent and effective controls which enable risk to be assessed and managed
- sets the company's strategic aims, ensures that the necessary financial and human resources are in place for the company to meet its objectives, and reviews management performance
- sets the company's values and standards and ensures that its obligations to its shareholders and others are understood and met.

All Directors must take decisions objectively in the interests of the company. In addition to these requirements of all Directors, the role of the Independent Director has the following key elements:

Strategy – Independent Directors could constructively challenge and help develop proposals on strategy.

Cyient DLM Limited

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Plot no.347, D1 &2, KIADB
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Area, Mysore 570 016,
Karnataka, India

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Performance – Independent Directors may scrutinize the performance of management in meeting agreed goals and objectives and monitor the reporting of performance.

Risk – Independent Directors should satisfy themselves on the integrity of financial information and that financial controls and systems of risk management are robust and defensible.

People – Independent Directors are responsible for determining appropriate levels of remuneration of Executive Directors and have a prime role in appointing, and where necessary removing, Executive Directors and in succession planning.

Fiduciary Responsibility

It is kindly expected that you 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 associates, the shareholders, the community and for the protection of environment.

You may please exercise your duties with due and reasonable care, skill and diligence and exercise independent judgment.

You may not involve in a situation in which you may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company in terms of provisions of the Companies Act, 2013, SEBI (LODR) Regulations and other applicable laws.

Kindly do not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners, or associates. Any undue gain thus made, shall be repaid to the company.

Code of Conduct

As an Independent Director, you agree to abide by and be subject to the Code of Conduct for the Board and senior management. The meaning and definition of independent director, as stipulated in the listing regulations is enclosed as Annexure hereto. You are requested to familiarize yourself and ensure that the independence is not jeopardized.

Remuneration

In terms of the resolution passed by the members of the Company and subject to the provisions of the Companies Act, 2013 and the SEBI (LODR) Regulations, you would be eligible to receive commission on an annual basis as recommended by the Nomination & Remuneration Committee and approved by the Board. The commission is payable on the basis of attendance at the meetings of the board and contributions made to it. Besides, all expenses pertaining to the meeting will also be reimbursed. The



remuneration is currently set at INR 12,00,000 (Rupees twelve lakhs only) per fiscal year and would be subject to deduction of taxes as applicable under Indian law.

You may kindly note that Indian law prohibits issue/grant of stock options to independent directors.

Confidentiality

All information acquired during your appointment is confidential to the company and may not be released, either during your appointment or following termination (by whatever means), to third parties without prior clearance from the Chairman in writing.

Your kind attention is also drawn to the requirements under applicable regulations as to the disclosure of price-sensitive information. Consequently, you may please avoid making any statements that might risk a breach of these requirements without prior clearance from the Chairman.

The information received by you as a director of the company in respect of the company may please be kept highly confidential and not be shared with any person.

Review process

The performance of individual Directors and the whole Board and its committees is evaluated annually. If, in the interim, there are any matters that cause you concern about your role you may kindly discuss them with the Chairman as soon as is appropriate.

Insurance

The company has directors' and officers' liability insurance and it is intended to maintain such cover for the full term of your appointment. The current indemnity limit is USD 10 million in the aggregate.

Committees

This letter refers to your appointment as an Independent Director of the company. In the event that you are also asked to serve and share your expertise on one or more of the Board committees, this would extend to your tenure on such committees also.

Date: 14 October 2025
Place: Hyderabad

A handwritten signature in blue ink, appearing to be "S. Srinivas", is written over a light blue circular stamp.

Chairman

Cyient DLM Limited

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