

# Lincoln Industries Limited

Regd. Office: P-36, India Exchange Place, Kolkata- 700 001  
CIN: L51109WB1983PLC035957  
(Phone) (033) 2225-4573; (Fax) (033) 2225-4850; (E-mail) sacmill@hotmail.com  
Website: [www.lincoln-industries.net](http://www.lincoln-industries.net)

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Dated:12.08.2024

Mr Raj Kumar Jaiswara  
(DIN:10738146)  
Fort Gloster, B Block line No. 11.  
P.O. Fort Gloster, P.S. Bauria.  
Howrah-711 310

*Dear Sir,*

## **Sub: Appointment as Independent Director**

We are pleased to inform you that you have been inducted in the Board of Directors of the company as an Additional Director in independent capacity in terms of Section 149 of the Companies Act, 2013 for a period of 5 years w.e.f. 12.08.2024.

The terms and conditions of your appointment are as follows:

1. Your appointment is for a continuing period of 5 years effective 12.08.2024 subject to approval of the members of the Company.
2. Sitting Fees shall be paid to you for attending meetings of the Board of Directors and any Committee thereof as may be decided by the Board from time to time.
3. Out of pocket expenses, if any, at actual.

Both the Company and you shall abide by the Code of Independent Directors specified in Schedule IV to the Companies Act, 2013, a copy of which is enclosed for your perusal and appropriate action. It may be added here that the Code is a guide to professional conduct for Independent Directors. Adherence to these standards by Independent Directors and fulfillment of their responsibility 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.

In accordance with the provisions of the Companies Act, 2013 and the Code on Corporate Governance, the Company will make public the terms and conditions of appointment of Independent Directors on its Website and will also arrange for your individual letter of appointment to be on display at the Company's Annual General Meeting.

You are also requested to kindly intimate us the changes in your status of Independence, if occurs during the tenure of your office as an Independent Director of our Company.

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

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

Thanking you,

Yours truly,

For LINCOLN INDUSTRIES LTD.



(PRAVEEN CHAND DHANDHANIA)  
MANAGING DIRECTOR  
(Din: 00154048)