

March 12, 2019

To,  
Ms. Dharmishta N. Raval  
25, Saurabh Society,  
Manav Mandir Road, Near Sima Society,  
Ahmedabad-380058.

**Sub.: Appointment as an Independent Director.**

Dear Madam,

We thank you for your confirmation to the Company that you meet the criteria prescribed under section 149(6) of the Companies Act, 2013 (Act) and Regulation 16[1][b] of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 including amendments thereto (SEBI Listing Regulations) and also your consent to hold the office of the Director in the Company.

Pursuant to your confirmation and based on the recommendation of the Nomination & Remuneration Committee, the Board of Directors by their Circular Resolution passed on March 11, 2019 have approved your appointment, as an Independent Director on the Board of the Company subject to approval by the members at the ensuing Annual General Meeting.

This appointment letter sets out your terms of appointment as an Independent Director and your relationship with the Company will not be a contract for employment.

The terms of your appointment are subject to the extant provisions of the applicable laws, including the Act, SEBI Listing Regulations and Articles of Association of the Company.

**1. Appointment:**

Your appointment shall be for a term of consecutive five years w.e.f. March 11, 2019, unless terminated earlier or you resign from the Office.

As an Independent Director, you will not retire by rotation. However, your reappointment at the end of the tenure shall be based on the recommendation of Nomination & Remuneration Committee and subject to the approval of Board of Directors and shareholders. Your reappointment will also be subject to your fulfilling the criteria prescribed for independence and outcome of the performance evaluation process.

You will be appointed on such Committees of the Board of Directors as may be decided by the Board of Directors at its board meeting and you shall be communicated separately in this behalf.

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The Board is empowered to reconstitute any of the committee from time to time and appoint you as a Member / Chairman of another Committee or appoint another Director as a Member / Chairman in your place.

**2. Role, duties and responsibilities:**

A. As member of the Board you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include:

- Requirements under the Companies Act, 2013,
- "Responsibilities of the Board" as outlined in the Corporate Governance requirements as prescribed by SEBI under Listing Regulations,,
- Accountability under the Director's Responsibility Statement,
- Overseeing the maintenance of high standards of Zydus values and ethical conduct of business,
- Protecting and enhancing the Zydus Cadila brand.

B. You shall abide by the Code of Conduct for Independent Director as prescribed in Schedule IV of the Act and Code of Conduct for Directors and Senior Management approved by the Board of Directors, copy whereof is attached as **Annexure-A** to this letter.

**3. Time Commitment:**

As an Independent Director, you shall devote time for the performance of your role and discharging duties and responsibilities as an Independent Director.

**4. Remuneration:**

You shall be paid sitting fees of Rs. 50,000/- for each Board / Committee Meeting attended by you.

You shall be reimbursed any expenditure incurred by you on travelling, hotel accommodation and such other expenses incurred by you for attending any Board / Committee / General Meeting. For claiming reimbursement of the aforesaid expenditure, you shall produce requisite bills / vouchers / receipts to the Company. The Company shall reimburse the amounts spent by you as aforesaid immediately.

You shall also be paid commission as may be recommended by the Nomination & Remuneration Committee and approved by the Board of Directors, which will be within the overall limits prescribed under the Act and approval of members in this behalf.

In case any special assignment requested to be performed by you based on your expertise and knowledge, you will be paid all expenses incurred by you for its performance. You shall also be paid the fees as may be approved by the Board and subject to the provisions of the Act.

5. **Insurance:**

The Company takes Directors' and Officers' liability insurance policy and pay the premium for the same, a copy of the policy will be provided to you on request.

6. **Performance appraisal evaluation process:**

As a member of the Board, your performance will be evaluated in accordance with the criteria determined by the Nomination & Remuneration Committee. A copy of Nomination and Remuneration Policy will be provided to you on request.

7. **Disclosures:**

During your tenure, you shall promptly inform the change in your other directorships as may be required under the Act. You will not have conflict of interest with your position as an Independent Director.

You shall promptly intimate to the Company Secretary and the Registrar of Companies in the prescribed manner, any change in your address and contact details provided to the Company.

8. **Termination:**

Your directorship on the Board shall be terminated or ceased in accordance with the Act. Your directorship may also be terminated, if you violate the Code of Conduct.

You may resign from the Office by giving a notice in writing to the Company along with reasons for the resignation. Your resignation shall come into effect on the day the notice is received by the Company or such other date mentioned in the notice.

During the tenure of your appointment, if you are not fulfilling the criteria for independence as prescribed under the Act and SEBI Listing Regulations, you agree to submit your resignation to the Company from the date you satisfy yourself that any of the criteria are not being fulfilled.

9. **Miscellaneous:**

- As per the provisions of SEBI Listing Regulations, the terms of appointment as contemplated in this letter will be displayed on the website of the Company and relevant Stock Exchanges.
- This letter shall not be valid for any waiver or modification without the signature of the Company and yourself.

10. **Acceptance of Appointment:**

Looking to your qualifications, experience and expertise, the Company is confident that your contribution will be of immense value for the growth of the Company.

If, the terms of appointment contained in this letter are acceptable to you, please confirm your acceptance by signing and returning the duplicate copy of this letter.

We thank you for your continued support and commitment towards the progress of the Company.

Yours Sincerely,

For **ZYDUS WELLNESS LIMITED**

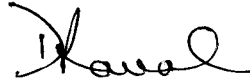
  
SHARMIL P. PATEL  
CHAIRMAN



**Agree and Accept**

I have read and understood the terms of my appointment as an Independent Director of the Company as contained in this letter and I hereby affirmed my acceptance to the same.

Signature:

  
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Name of the Director: **DHARMISHTA RAVAL**  
Place : Ahmedabad  
Date : **March 15, 2019**