

D 11/12, Industrial Estate Phone : +91 - 44 - 2745 2816 / 2745 2924 / 2745 2853
Maraimalai Nagar-603 209 Fax : +91 - 44 - 2745 2560
Kanchipuram Dist. e-mail : ipmmn@iprings.com
India Visit us at : www.iprings.com



CIN. L28920TN1991PLC020232

A member of the Amalgamations Group

IPRL/SECL/BOD
May 30, 2014

Mr P M Venkatasubramanian
1A, 3rd Main Road
Vijaya Nagar
Velacherry, Chennai 600 042

Dear Mr P M Venkatasubramanian,

Sub: Appointment as an Independent Director of the Company.

In compliance with the provisions of Section 149, other applicable provisions of Companies Act, 2013 (if any) and Clause 49 of the Listing Agreement, I am pleased to inform you that you have been appointed as an Independent Director of the Company, subject to the approval of the Shareholders at the ensuing Annual General Meeting of the Company on the following terms and conditions:

1. The term of appointment will be for a period of 5 years with effect from 01.04.2014.
2. The Board, in order to derive benefit out of your rich and varied experience, may request and nominate you to serve on one or more Committees of the Board during your tenure.
3. During the tenure as Independent Director of the Company, you will comply with the provisions of Section 149 of the Companies Act, 2013, other applicable provisions, if any and Listing Agreement.
4. You will abide by the Code for Independent Directors as per Schedule IV to the Companies Act, 2013 and such other Code of Conduct prescribed by the Company from time to time.
5. The Board expects you to dedicate sufficient time and attention towards the business affairs of the Company and participate actively / constructively in all meetings of the Board / Committees / Company.
6. You will be entitled to receive sitting fee for participation in the Board and other Committee Meetings and profit related commission, if any, approved by the Board and Shareholders from time to time.

.....2





- 2 -


As an Independent Director of the Company you shall have the same responsibility like any other Director on the Board. However, you shall be held liable, in respect of such acts or omission or commission of 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.

Your performance as an Independent Director will be evaluated by the Board of Directors as per the evaluation criteria laid down by the Nomination and Remuneration Committee of the Company.

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

Best Wishes,

Yours sincerely,
For **IP Rings Ltd.**


N VENKATARAMANI
Chairman

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CIN. L28920TN1991PLC020232

A member of the Amalgamations Group

IPRL/SECL/BOD
May 30, 2014

Dr R Natarajan
52/1, 13th Main Road
Malleswaram
Bangalore 560 003

Dear Dr R Natarajan,

Sub: Appointment as an Independent Director of the Company.

In compliance with the provisions of Section 149, other applicable provisions of Companies Act, 2013 (if any) and Clause 49 of the Listing Agreement, I am pleased to inform you that you have been appointed as an Independent Director of the Company, subject to the approval of the Shareholders at the ensuing Annual General Meeting of the Company on the following terms and conditions:

1. The term of appointment will be for a period of 5 years with effect from 01.04.2014.
2. The Board, in order to derive benefit out of your rich and varied experience, may request and nominate you to serve on one or more Committees of the Board during your tenure.
3. During the tenure as Independent Director of the Company, you will comply with the provisions of Section 149 of the Companies Act, 2013, other applicable provisions, if any and Listing Agreement.
4. You will abide by the Code for Independent Directors as per Schedule IV to the Companies Act, 2013 and such other Code of Conduct prescribed by the Company from time to time.
5. The Board expects you to dedicate sufficient time and attention towards the business affairs of the Company and participate actively / constructively in all meetings of the Board / Committees / Company.
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.....2





- 2 -

As an Independent Director of the Company you shall have the same responsibility like any other Director on the Board. However, you shall be held liable, in respect of such acts or omission or commission of 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.

Your performance as an Independent Director will be evaluated by the Board of Directors as per the evaluation criteria laid down by the Nomination and Remuneration Committee of the Company.

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

Best Wishes,

Yours sincerely,
For IP Rings Ltd.


N VENKATARAMANI
Chairman

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CIN. L28920TN1991PLC020232

A member of the Amalgamations Group

IPRL/SECL/BOD
October 30, 2015

Mr J Shivakumar
9423, Spruce Tree Circle
Bethesda, Maryland
USA

Dear Mr Shivakumar,

Sub: Appointment as an Independent Director of the Company.

In compliance with the provisions of Section 149, other applicable provisions of Companies Act, 2013 (if any) and Clause 49 of the Listing Agreement, I am pleased to inform you that you have been appointed as an Independent Director of the Company, subject to the approval of the Shareholders at the ensuing Annual General Meeting of the Company on the following terms and conditions:

1. The term of appointment will be for a period of 2 years with effect from 30.10.2015.
2. The Board, in order to derive benefit out of your rich and varied experience, may request and nominate you to serve on one or more Committees of the Board during your tenure.
3. During the tenure as Independent Director of the Company, you will comply with the provisions of Section 149 of the Companies Act, 2013, other applicable provisions, if any and Listing Agreement.
4. You will abide by the Code for Independent Directors as per Schedule IV to the Companies Act, 2013 and such other Code of Conduct prescribed by the Company from time to time.
5. The Board expects you to dedicate sufficient time and attention towards the business affairs of the Company and participate actively / constructively in all meetings of the Board / Committees / Company.
6. You will be entitled to receive sitting fee for participation in the Board and other Committee Meetings and profit related commission, if any, approved by the Board and Shareholders from time to time.

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- 2 -

As an Independent Director of the Company you shall have the same responsibility like any other Director on the Board. However, you shall be held liable, in respect of such acts or omission or commission of 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.

Your performance as an Independent Director will be evaluated by the Board of Directors as per the evaluation criteria laid down by the Nomination and Remuneration Committee of the Company.

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

Best Wishes,

Yours sincerely,
For IP Rings Ltd.


N VENKATARAMANI
Chairman

*Received
J Sh*

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A member of the Amalgamations Group

IPRL/SECL/BOD
September 30, 2014

Dr Sandhya Shekhar
T-28B, 7th Avenue
Besant Nagar
Chennai 600 090

Dear Dr Sandhya Shekhar,

Sub: Appointment as an Independent Director of the Company.

In compliance with the provisions of Section 149, other applicable provisions of Companies Act, 2013 (if any) and Clause 49 of the Listing Agreement, I am pleased to inform you that you have been appointed as an Independent Director of the Company, subject to the approval of the Shareholders at the ensuing Annual General Meeting of the Company on the following terms and conditions:

1. The term of appointment will be for a period of 5 years with effect from 30.09.2014.
2. The Board, in order to derive benefit out of your rich and varied experience, may request and nominate you to serve on one or more Committees of the Board during your tenure.
3. During the tenure as Independent Director of the Company, you will comply with the provisions of Section 149 of the Companies Act, 2013, other applicable provisions, if any and Listing Agreement.
4. You will abide by the Code for Independent Directors as per Schedule IV to the Companies Act, 2013 and such other Code of Conduct prescribed by the Company from time to time.
5. The Board expects you to dedicate sufficient time and attention towards the business affairs of the Company and participate actively / constructively in all meetings of the Board / Committees / Company.
6. You will be entitled to receive sitting fee for participation in the Board and other Committee Meetings and profit related commission, if any, approved by the Board and Shareholders from time to time.

.....2





- 2 -

As an Independent Director of the Company you shall have the same responsibility like any other Director on the Board. However, you shall be held liable, in respect of such acts or omission or commission of 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.

Your performance as an Independent Director will be evaluated by the Board of Directors as per the evaluation criteria laid down by the Nomination and Remuneration Committee of the Company.

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

Best Wishes,

Yours sincerely,
For **IP Rings Ltd.**


N VENKATARAMANI
Chairman

D11/12, Industrial Estate,
Meraimalai Nagar - 603 209
Kanchipuram Dist.
Tamil Nadu, India.

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CIN No.: L28920TN1991PLC020232
A member of the Amalgamations Group

IPRL/SECL/BOD
November 8, 2017

Mr J Shivakumar
10454, Materita Drive
Fort Myers
Florida 33913
USA

Dear Mr Shivakumar,

Sub: Re-Appointment as an Independent Director of the Company for the second term.

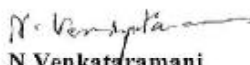
In compliance with the provisions of Section 149, other applicable provisions of Companies Act, 2013 (if any) and SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, I am pleased to inform you that you have been re-appointed as an Independent Director of the Company for the second term for a period of 5 years with effect from 30.10.2017, subject to the approval of the Shareholders at the ensuing Annual General Meeting of the Company.

The other terms and conditions as mentioned in your appointment letter dated October 30, 2015, remain unchanged.

Please acknowledge receipt.

Best Wishes,

Yours sincerely,
For IP Rings Ltd.


N Venkataramani
Chairman



D11/12, Industrial Estate,
Maraimalai Nagar - 603 209
Kanchipuram Dist.
Tamil Nadu, India.

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CIN No.: L28920TN1991PLC020232

A member of the Amalgamations Group

IPRL/SECL/BOD
March 28, 2019

Mr P M Venkatasubramanian
Director
IP Rings Ltd.

Dear Sir,

Sub: Re-Appointment as an Independent Director of the Company for the second term.

In compliance with the provisions of Section 149, other applicable provisions of Companies Act, 2013 (if any) and SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, I am pleased to inform you that you have been re-appointed as an Independent Director of the Company for the second term for a period of 2 years with effect from 01.04.2019, as approved by the Shareholders through Postal Ballot / E-voting on 28.03.2019.

The other terms and conditions as mentioned in your appointment letter dated May 30, 2014, remain unchanged.

Please acknowledge receipt.

Best Wishes,

Yours sincerely,
For IP Rings Ltd.


N Venkataramani
Chairman

