

DRAFT

....., 2022

Ms. Fiona Jane Mary Paulus

Upper Flat, 155 Gloucester Avenue,
London NW1, 8LA, UK

Sub: - Your appointment as an Independent Director of the Company

Dear Madam,

We are pleased to inform you that upon the recommendation of the Nomination and Remuneration Committee, the Board of Directors (‘the **Board**’) of JSW Steel Limited (‘the **Company**’) has in its meeting held on 27th May 2022, approved your appointment as an independent director of the Company (‘**Independent Director**’) w.e.f. 27th May 2022. Your appointment is subject to the approval of shareholders at the 28th Annual General Meeting of the Company scheduled to be held in the Calendar Year 2022.

This letter sets out the terms of your appointment as a Non-Executive Independent Director of the Company.

(1) Appointment

- 1.1 Subject to the remaining provisions of this letter, your appointment is for a term from May 27, 2022 up to 26th May 2027.
- 1.2 Your appointment is subject to the provisions of the Companies Act, 2013 and Code of Independent Directors in Schedule IV thereto and the Articles of Association of the Company and fulfilment of the prescribed Independence criteria.
- 1.3 The term ‘Independent Director’ should be construed as defined under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015 (SEBI LODR Regulations 2015).
- 1.4 Your performance shall be evaluated by the Nomination & Remuneration Committee and the Board annually.
- 1.5 Your appointment shall also be governed by the provisions of Clause 25 of the SEBI LODR Regulations 2015 as amended from time to time.
- 1.6 Your appointment is also subject to the maximum permissible Directorships that an individual can hold as per the provisions of the Companies Act, 2013 and SEBI LODR Regulations 2015.

(2) Appointment on the Committees of the Board

- 2.1 During the tenure of your office, you may be required to serve on one or more Committees of the Board. You will be provided with the relevant terms of reference on your appointment to such a Committee.

(3) Time Commitment

- 3.1 The Board expects you to devote sufficient time & attention towards the business affairs of the Company and participate actively & constructively in :
- (a) Meetings of the Board of Directors held each Quarter or more frequently
 - (b) The Annual General Meeting of the Company;
 - (c) Meetings of various Board Committees of which you are a member
 - (d) Separate meetings of the Non-Executive / Independent Directors and Meetings as part of the Board evaluation process
- 3.2 The Board meets atleast four times in a year. The Audit Committee also meets atleast four times in a year. Besides, there are other Committee meetings like Stakeholders' Relationship Committee, Corporate Social Responsibility Committee, Business Responsibility/Sustainability Reporting Committee, Hedging Policy Review Committee and Risk Management Committee (which are normally convened twice in a year), Project Review Committee, & (which are normally convened quarterly) and Nomination & Remuneration Committee and Share Allotment Committee (which are ordinarily convened whenever required).
- 3.3 At certain times it may be necessary to convene additional Board, Committee or Shareholder Meetings, at shorter notice if need be and it is expected that you will make every effort to attend the same.
- 3.4 By accepting this appointment, you undertake that, taking into account all other commitments you may have, you are able to, and will, devote sufficient time to your duties as a Non-Executive Independent Director.

(4) Duties and responsibilities

- 4.1 As a Non-Executive Director you are expected to bring objectivity and independence of view to the Board's discussions in relation to the Company's strategy, performance, and risk management as well as ensuring high standards of financial probity and corporate governance.
- 4.2 Your role and duties will be those normally required of a Non-Executive Independent Director under the Companies Act, 2013 and Code of Independent Directors in Schedule IV thereto and SEBI LODR Regulations 2015.
- 4.3 You will exercise your powers in your role as a Non-Executive Independent Director having regard to relevant obligations under prevailing law and regulation, including the Companies Act 2013.
- 4.4 You shall 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 interest of the Company.
- 4.5 You shall discharge your duties with due and reasonable care, skill and diligence.
- 4.6 You shall not involve yourself 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.
- 4.7 You shall not assign your office as Independent Director and any assignments so made shall be void.
- 4.8 You shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives, partners or associates.

(5) Remuneration and expenses

- 5.1 You will be paid such remuneration by way of sitting fees for attending the meetings of the Board and its Committees as may be decided by the Board. Further, you will also be paid remuneration by way of commission as may be approved by the Board within an overall ceiling approved by the Shareholders.
- 5.2 In addition to the remuneration described in the above paragraph, the Company will, for the period of your appointment, reimburse you for travel, accommodation, food and other incidental expenses incurred by you in the performance of your role and duties.

(6) Confidentiality

- 6.1 All information acquired during your appointment is confidential to JSW Steel Limited (JSWSL) and should not be released, either during your appointment or following termination (by whatever means) to third parties without prior clearance in writing from the Chairman, unless required by law or by the rules of any stock exchange or regulatory body. On reasonable request, you shall surrender any documents and other materials made available to you by JSWSL.
- 6.2 This restriction shall cease to apply to any confidential information which may (other than by reason of your breach) become available to the public generally.
- 6.3 You acknowledge the need to hold and retain company information (in what-ever format you may receive it) under appropriately secure conditions.
- 6.4 You will not, except with the prior written consent of the Company, be in any way connected with or interested in any business in competition with that of the Company. This does not prevent you from holding equity or other securities in other companies, however it is expected that you will not serve on the Boards of competing companies.

(7) Price sensitive information and dealing in the Company's or its Associate Companies' shares

- 7.1 Your attention is also drawn to the requirements under the applicable laws and regulations and the *Company's Code of Conduct for Board Members and Senior Management*, and also the *Company's Code of Conduct to Regulate, Monitor and Report trading by Insiders* which concern the disclosure of price sensitive information and dealing in the securities of JSWSL. Consequently, you should avoid making any statements or performing any transactions that might risk a breach of these requirements without prior clearance from the Chairman.
- 7.2 The prohibition on disclosure of price sensitive information, insider trading and forward dealing in the securities of any listed Group Entities of JSW Group is also applicable to you.

(8) Conflict of Interest and Disclosures

- 8.1 You are required to disclose to the Company your interests and any matters which affect your independence. You are required to notify the Company whenever there is any change in these interests.

(9) Termination of Office

- 9.1 You may resign from your position at any time, and should you wish to do so, you are requested to serve a reasonable written notice to the Board.
- 9.2 Continuation of your appointment shall be subject to the Nomination Policy of the Company in force from time to time and is contingent on your getting re-elected by the shareholders in accordance with provisions of Companies Act, 2013 and the Articles of Association of the Company in force. You will not be entitled to compensation if the shareholders do not re-elect you at any time.
- 9.3 Your directorship on the Board of the Company shall terminate or cease in accordance with the provisions of the Companies Act, 2013, the Equity Listing Agreement and the Articles of Association of the Company. Without prejudice to the generality of the foregoing, your directorship on the Board of the Company would also be subject to performance evaluation of Independent Directors to be carried out by the Board as per the Board Evaluation Policy of the Company, for determining whether to extend or continue the term of appointment of the independent director.

(10) Insurance

The Company has a Directors' and Officers' liability insurance in place and it is intended to maintain appropriate and adequate cover for the full term of your appointment.

(11) Contract

It is agreed that this is a contract for services and is not a contract of employment. This agreement is governed by and will be interpreted in accordance with Indian law and your engagement shall be subject to the jurisdiction of the Indian courts

Please acknowledge your acceptance by signing where indicated below and returning to us the enclosed copy of this letter.

Yours sincerely,
For **JSW Steel Limited**,

Sajjan Jindal
Chairman & Managing Director

I hereby acknowledge receipt of this letter and accept the terms set out therein.

Signed

Dated

