

Mr. Suresh Paharia
(DIN: 00049580)
4339 Pepperdine Place, Yorba Linda
CA 92886

Sub: Appointment Letter

Dear Suresh Paharia,

Re: Your appointment as the Independent Director of Advanced Enzyme Technologies Limited (India) [“Company” / “AETL”]

We are pleased to confirm that the Board of Directors of the Company in its meeting held on August 11, 2018 have agreed to appoint you as an Additional Director (Non-Executive, Independent) on the Board of the Company to hold office upto the date of the next Annual General Meeting of the Company as per the provisions of Section 161 and other applicable provisions, if any, of the Companies Act, 2013 (including any modification or re-enactment thereof) [“Act”].

In the aforesaid meeting, the Board of Directors of the Company has also recommended your appointment as an Independent Director of the Company for approval of the shareholders of the Company at the ensuing Annual General Meeting of the Company. The said appointment is for a term of 5 consecutive years commencing from August 11, 2018 upto August 10, 2023.

A. Preliminary

Your appointment is subject to the following:

1. You will submit a declaration in the beginning of every financial year under section 149 of the Act including SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 (as amended) [“SEBI Listing Regulations”], during your tenure, stating that you meet the criteria of independence.
2. So long as you are an Independent director of the Company, the number of companies in which you hold office as a director or a chairman or committee member will not exceed the limit stipulated under the Act read with SEBI Listing Regulations.
3. So long as you are an Independent director of the Company, you will ensure that you do not get disqualified to act as a director pursuant to the provisions of section 164 of the Act and/or any other applicable law.
4. You will ensure compliance with other provisions of the Act, Schedule IV to the Act & SEBI Listing Regulations as applicable to you as an independent director.

B. Term

Term of 5 years commencing from August 11, 2018 upto August 10, 2023, subject to approval of the shareholders of the Company & provisions of the Act, Articles of the Company & SEBI Listing Regulations.

C. Committees

Presently, you are also appointed as members of the Audit Committee & Nomination & Remuneration Committee. The terms of reference including role of the Audit Committee & Nomination Committee shall be as per the provisions of the Act & SEBI Listing Regulations. The Board of Directors may, if it deems fit, invite you for being appointed on one or more additional existing committee(s) of the Board or any such committee that is set up in the future. Your appointment on such committee(s) shall be subject to the applicable regulations.

D. Code of Conduct and Duties and Responsibilities

1. You will abide by the AETL's Code of Conduct & Ethics, AETL's Prohibition of Insider Trading Code & other applicable Codes and Business Principles to the extent applicable to an Independent director of the Company.

2. You will abide by the Guidelines of professional conduct, Role, Function and Duties as an Independent director as provided in the Act read with Schedule IV of the Act & SEBI Listing Regulations.

3. You will not hold office as a director or any other office in a competing firm/entity.

4. You are expected to stay updated on how best to discharge your roles, responsibilities, and duties and liabilities, as an Independent director of the Company under applicable law, including keeping abreast of current changes and trends in economic, political, social, financial, legal and corporate governance practices.

5. You are expected to:

- (i) take decisions objectively and solely in the interests of the Company;
- (ii) facilitate Company's adherence to high standards of ethics and corporate behavior;
- (iii) guide the Board in monitoring the effectiveness of the Company's governance practices and to recommend changes, required if any;
- (iv) guide the Board in monitoring and managing potential conflicts of interest of management, Board members and stakeholders, including misuse of corporate assets and abuse in related party transactions
- (v) guide the Board in ensuring the integrity of the Company's accounting and financial reporting systems, including the independent audit, and that appropriate systems of control are in place, in particular, systems for risk management, financial and operational control, and compliance with the law and relevant standards.

E. Sitting Fees & Commission

You shall be paid the sitting fees to attending each meeting of the Board and its Committee thereof as set out under the Nomination and Remuneration Policy ('Policy') of the Company. In addition, you may also be paid Commission on annual basis within the limits prescribed under the Act & other applicable regulations, as may be approved by the Board & shareholders of the Company, from time to time.

F. Miscellaneous

i). You will have access to confidential information, whether or not the information is marked or designated as "confidential" or "proprietary", relating to the Company and its business including legal, financial, technical, commercial, marketing and business related records, data, documents, reports, etc., client information, intellectual property rights (including trade secrets), ("**Confidential Information**").

ii). You shall use reasonable efforts to keep confidential and to not disclose to any third party, such Confidential Information except in response to any summons or in connection with any litigation, or in order to comply with any applicable law, order, regulation or ruling, then any such disclosure should be, to the extent possible, with the prior consent of the Board.

iii) The Company has a Directors' & Officers' liability insurance policy for its existing Directors & Officers and is intended to extend such cover for the full term of your appointment, effective from August 11, 2018.

Please confirm your acceptance by signing and returning a copy of this letter to the Company.

Yours faithfully,

For Advanced Enzyme Technologies Limited

Chandrakumar Rathi

Managing Director

DIN: 00365691

Date: August 11, 2018

Agreed and Accepted
[Suresh Paharia]