

19<sup>th</sup> May, 2016

To,  
Dr. Lakshmi Venu,  
West side house, old no.2, new no.3  
Adyar club gate road, Abhiramapuram  
Chennai-600028

Madam,

Re: **Your appointment as the Independent Director of the Company**

We are pleased to advise you that at the Board Meeting held on 19<sup>th</sup> May 2016, the Board has considered and approved your appointment as an Independent Director of the Company pursuant section 149 read with Schedule IV of the Companies Act, 2013 (the Act) and Regulation 17 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (LODR) to hold office for a term of five consecutive years from 19<sup>th</sup> May, 2016 to 18<sup>th</sup> May, 2021 subject to the approval of shareholders at the annual general meeting proposed to be held on 29<sup>th</sup> July 2016.

On behalf of the Board, I welcome you on to the Board of the Company.

**A. Preliminary**

Your appointment is subject to the following:

1. You will continue to meet the criteria of independence set out in section 149(6) of the Act and keep the Board informed whenever there is a change in the circumstances which may affect your status as an independent director.
2. You will submit a declaration under section 149 (7) of the Act at the first meeting of the Board in every financial year during your tenure stating that you meet the criteria of independence.
3. So long as you are 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 and LODR.
4. So long as you are 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.
5. You will ensure compliance with other provisions of the Act and the listing agreement as applicable to you as an independent director, member of the Board and member of any Committee of the Board which you may be inducted into.

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**B. Term**

Your appointment is for a term of 5 (five) years commencing from 19<sup>th</sup> May 2016, to 18<sup>th</sup> May, 2021. You will not be subject to retirement by rotation during the said term.

**C. Committees**

You may be nominated on one or more committees of the board and in such event you will be provided with the relevant committee's term of reference and any specific responsibilities.

**D. Code of Conduct and Duties and Responsibilities**

1. You will abide by the Code of Business Conduct and Ethics 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 Schedule IV of the Companies Act, 2013.
3. You will fulfill your obligations specified in Regulation 25 of LODR.
4. You will not hold office as a director or any other office in a competing entity.
5. 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.
6. 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. Performance Evaluation**

Your reappointment or extension of term and your remuneration will be recommended by the Nomination and Remuneration Committee to the Board, pursuant to a performance evaluation carried out by the Board.

**F. Remuneration**

1. Your annual remuneration will be as under:
  - (a) sitting fees for attending each meeting of the Board and its committees as may be determined by the Board from time to time, and
  - (b) commission that may be determined by the Board payable at the end of each financial year will be based on the performance of the Company and your performance evaluated by the Board of directors.
2. You will be entitled to reimbursement of expenses incurred by you in connection with attending the Board meetings, Board Committee meetings, general meetings and in relation to the business of the Company towards hotel accommodation, travelling and other out-of-pocket expenses.
3. Pursuant to applicable law, you will not be entitled to any stock options.

**G. Insurance**

The directors would be covered / indemnified as per the policy of the Company.

**H. Prohibition on Insider Trading**

You will follow the WABCO's - "Code for Prevention of Insider Trading" on insider information and the requirement under the Act and SEBI Regulations, which inter-alia requires that price-sensitive information is not used or transmitted and maintained securely. You should not make any statements that might risk a breach of these requirements without prior clearance.

**I. Miscellaneous**

1. All the terms as mentioned above including your appointment, remuneration, professional conduct, roll and functions, duties and evaluation shall be



governed by the Act, rules made thereunder and LODR, as amended from time to time.

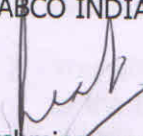
2. This letter and any non-contractual obligations arising out of or in connection with this letter are governed by, and shall be construed in accordance with the laws of India and subject to the exclusive jurisdiction of the Courts of India.
3. You will have access to confidential information, whether 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").

You shall use reasonable efforts to keep confidential and to not disclose to any third party, such Confidential Information.


If any Confidential Information is required to be disclosed by you 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.

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

Yours faithfully,  
for WABCO INDIA LIMITED

  
M Lakshminarayan  
Chairman

Agreed and Accepted

  
Dr. Lakshmi Venu  
DIN:02072020

  
19/05/16