

Today's Writing Instruments Ltd.

Regd. Office & Factory : Survey No. 251/2, Valsad Falia, Dadra - 396193. D&NH (U.T.). INDIA
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Corporate Identification No. : **L74999DN1992PLC000041**



Broad particulars of the terms of appointment and remuneration payable to Mr. Rajiv Drolia are as under:

Rajiv Drolia is a person who has worked up his way in the pen industry from a humble beginning. He is well versed in all aspects of the pen industry and especially our Company. He is respected in the industry circles. He has acquitted himself well as the CFO of the Company and managed effectively and innovatively to ensure minimum disruption in the operating cycle.

He has been with the Pen Industry for the past thirty years and has been associated with our Company for the past 20 years. He understands the entire industry and is an expert in pen refill and tip manufacturing. He has worked in all the areas of the industry such as Manufacturing, Sales, Finance etc. and has contributed immensely to the industry with his innovative ideas. He has worked as CFO of the Company in difficult times and has acquitted himself well. Hence, he was considered by the Board to be eminently suitable for the position of Managing Director.

Mr. Rajiv Drolia shall be paid salary, perquisite and allowances up to maximum of ₹ 2 lacs per month subject to the provisions of Schedule V of the Companies Act 2013 and necessary approvals related thereto.

He shall however not be entitled to any sitting fees for attending meetings of the Board and/or Committees of the Board.

4) **Comparative remuneration profile with respect to industry, size of the Company, profile of the position and person:** The proposed remuneration (due to current constraints faced by the Company) is comparatively lower than that paid by industry of comparative size to a person similar to the appointee. However, as and when the performance and financial situation improves, higher remuneration will be considered.

