

Date: 30.08.2025

To

The Board of Directors

B J DUPLEX BOARDS LIMITED

H. No. 54, G/F, New Rajdhani Enclave,
Near MCD Park, Shahdara, East Delhi,
East Delhi, Delhi, India, 110092

Subject: Consent to act as CFO of the Company

Dear Sir/Ma'am

I, Pramod Kumar S/o Shri Hardwari Lal R/o J 3/58, 3rd Floor, Back Side Khirki Extension, Krishna Mandir, Malviya Nagar, South Delhi-110017 hereby give my consent to act as the CFO of the Company **B J Duplex Boards Limited** with effect from 30th August, 2025 on such terms and conditions as may mutually agreed.

Thanking you

Yours faithfully



Pramod Kumar

J 3/58, 3rd Floor, Back Side
Khirki Extension, Krishna Mandir,
Malviya Nagar, South Delhi-110017



B J DUPLEX BOARDS LIMITED

Regd. Office: H. No.-54, G/F New Rajdhani Enclave,
Near MCD Park New Delhi – 110092

Ph.: 011-42141100, 011-30251171, cs@prabhatamgroup.com

CIN: L21090DL1995PLC066281

Date: 30.08.2025

To
Pramod Kumar
J 3/58, 3rd Floor, Back Side,
Khirki Extn., Krishna Mandir,
Malviya Nagar, South Delhi-110017

Dear Sir,

APPOINTMENT AS CHIEF FINANCIAL OFFICER

We are pleased to offer you employment in the position Chief Financial Officer, if any with effect from 30.08.2025.

This appointment is subject to the following terms and conditions:

1. BASE SALARY

You shall be entitled to remuneration, allowances, benefits and perquisites as may be determined by the Board of Directors and/or the Nomination and Remuneration Committee of the Company from time to time, in accordance with the provisions of the Companies Act, 2013, rules made thereunder and other applicable laws.”

2. ALLOWANCES

May include cost of living allowance, hazards allowance, housing allowance, entertainment allowance, etc.

3. DUTIES AND RESPONSIBILITIES

You are required to perform the duties and responsibilities related to your position at any division, department or section in the Company or within the Group of Companies. You will be deployed at any place within the country where the company is working or may expand in future.

4. WORKING HOURS

The working hours would be as mentioned below-

**"Monday to Saturday: 10.00 a.m. to 7.00 p.m.
2nd & 4th Saturday will be Off**

The Company reserves the right to change your working days and hours.

5. TRANSFER/SECONDMENT

You are subject to transfer or secondment to any place where the Company has an office or when required in the course of performing your duties.

6. RULES, REGULATIONS & CONFIDENTIALITY

You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

Accordingly, you undertake that:

1. you will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company;
2. you will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company;
3. You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

7. TERMINATION

"After confirmation of your employment, notice of termination of employment will be three (03) months' notice in writing or three (3) month's salary in lieu of notice from either party.

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:

- i) if you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties;
- ii) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- iii) if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies."

For and on behalf of
For **BJ Duplex Boards Limited**
me
Director/Auth. Sign
MAYANK GUPTA
Wole Time Director
DIN: 03601839