

TERMS AND CONDITIONS OF APPOINTMENT OF MR. SANJAY PANICKER AS AN INDEPENDENT DIRECTOR OF THE COMPANY

The following are the terms and conditions of appointment of Mr. Sanjay Panicker, Independent Director of the Company.

1. Appointment

Your appointment is for a period of 5 (Five) consecutive years with effect from 22nd November, 2024, unless terminated earlier or extended, as per the provisions of this letter or applicable laws ("Term").

You are not be liable to retire by rotation.

Your re-appointment at the end of the Term shall be based on the recommendation of the Nomination and Remuneration Committee and subject to the approval of the Board and the shareholders. Your re-appointment would be considered by the Board based on the outcome of the performance evaluation process and continuing to meet the independence criteria.

You may be required to serve as Chairman / member on one or more Board Committees as may be decided by the Board from time to time. Presently there are following Board Committees_

- I. Audit Committee
- II. Stakeholder's Relationship Committee
- III. Nomination and Remuneration Committee

The Board may reconstitute the composition of any/all Committees, from time to time, and any such change shall be promptly communicated to you. In such an event, you may also be required to serve on the other Committees of the Board.

2. Roles, Duties and responsibilities

A. As member of the Board, you along with the other Directors will be collectively responsible for meeting the objectives of the Board which include :

- Requirements under the Companies Act, 2013,
- "Responsibilities of the Board" as outlined in the Corporate Governance requirements as prescribed by Stock Exchanges under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015,
- Accountability under the Director's Responsibility Statement,
- Overseeing the Company's contribution to enhancing the quality of life of communities
- Protecting and enhancing the Company brand
 - You shall abide by the 'Code for Independent Director' as outlined in Schedule IV to Section 149 (8) and duties of directors as provided in the

Companies Act, 2013 (including Section 166) and in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

- You will also be responsible for providing guidance in the area of your expertise.

3. Time Commitment

Considering the nature of the role of a director, it is difficult for the Company to lay down specific parameters on time commitment. you agree to devote such time as is prudent and necessary for the performance of your role, duties and responsibilities as an Independent Director.

4. Remuneration

You shall be paid sitting fees for attending the meetings of the Board.

5. Code of conduct

You agree to comply with the Code of Conduct and Ethics for Directors and Members of Senior Management.

We would like to draw your attention to the applicability of both, SEBI (Prohibition of Insider Trading) Regulations, 1992 and Code of Conduct for prevention of Insider Trading, Prohibiting disclosure or use of unpublished price sensitive information.

6. Performance Appraisal / Evaluation Process

As a member of the Board, your performance as well as the performance of the entire Board and its committees shall be evaluated annually. Evaluation of each director shall be done by all the other directors. The criteria for evaluation shall be determined by the Nomination and Remuneration Committee and disclosed in the Company's Annual Report.

7. Disclosures, other directorships and business interests

During the term, you will promptly notify the Company of any change in directorships and provide such other disclosures and information as may be required under the applicable laws. You also agree that upon becoming aware of any potential conflict of interest with the position as an Independent Director of the Company, you shall promptly disclose the same to the Chairman and Company Secretary. You have confirmed that as on the date of the appointment letter, you have no such conflict of interest issues with the existing directorships.

During the Term, you shall promptly provide a declaration under Section 149(7) of the Companies Act, 2013, upon any change in circumstances which may affect the status as an Independent Director.

8. Change of personal details

During the Term, you shall promptly intimate the Company Secretary and the Registrar of Companies in the prescribed manner, of any change in address or other contact and personal details provided to the Company.

9. Termination

You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation. The resignation shall take effect from the date on which the notice is received by the Company or the date, if any, specified in the notice, whichever is later.

If at any stage during the Term, there is a change that may affect the status as an Independent Director as envisaged in Section 149(6) of the Companies Act, 2013 or, if applicable and fail to meet the criteria for “independence” under the regulation of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, you agree to promptly intimate to the Company with effect from the date of such change.

10. Co-operation

In the event of any claim or litigation against the Company, based upon any alleged conduct, act or omission on part during the Term, you agree to render all reasonable assistance and cooperation to the Company and provide such information and documents as are necessary and reasonably requested by the Company or its counsel.

11. Miscellaneous

- This terms and conditions represent entire understanding, and constitutes the whole agreement, in relation to your appointment and supersedes any previous agreement between yourself and the Company with respect thereto and without prejudice to the generality of the foregoing, excludes any warranty, conditions or other undertaking implied at law or by custom.
- No waiver or modification of this terms and conditions shall be valid unless made in writing and signed by you and the Company.
- As per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, if applicable, this letter along with your detailed profile shall be disclosed on the website of the Company and the relevant Stock Exchange.