

LEAP India Limited

Terms and conditions of appointment of Independent Directors of the Company in accordance with the requirements of Schedule IV to the Companies Act, 2013 and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015:

Terms and conditions of appointment of Independent Directors:

I. Term:

Mr Harinarayan Nair (DIN: 01733254) has been appointed as an Independent Director of the Company for a first term of 5 (five) consecutive years by the members at their Annual General Meeting held on July 17, 2025. The Appointment is for a term commencing from April 16, 2025, up to April 15, 2030.

Mr Sanjiv Gupta (DIN: 01241561) has been appointed as an Independent Director of the Company for a first term of 5 (five) consecutive years by the members at their Annual General Meeting held on July 17, 2025. The Appointment is for a term commencing from July 17, 2025, up to July 16, 2030.

Ms Maithilee Jamsandekar (DIN: 11242370) has been appointed as an Independent Director of the Company for a first term of 5 (five) consecutive years by the members at their Extraordinary General Meeting held on August 26, 2025. The Appointment is for a term commencing from August 14, 2025, up to August 13, 2030.

II. Other Terms and Conditions

1. The Independent Director will be identified as an Independent non-executive director in the annual report and other documentation of the Company. If circumstances change, and he/she believes that his/her independence will be in doubt, the Independent Director should discuss the same with the Chairman of the Company as soon as practicable.

2. Committees:

During the appointment, the Independent Director may be required to serve on one or more committees of the Board, i.e. Audit Committee, Human Resources, Nomination and Remuneration Committee, Corporate Social Responsibility and Governance Committee, Risk Management Committee, Stakeholders' Relationship Committee, or such other Committees, as the Board may decide.

3. Duties and Liabilities:

3.1. The Independent Director will perform his/her fiduciary duties in a responsible manner, and his/her general legal responsibilities to the Company will be at par with a non-executive director.

3.2. The Independent Director shall act in accordance with the Articles of Association of the Company and while discharging his/her duties, comply with the requirements of Section 166 and Schedule IV to the Companies Act, 2013 ("the Act").

3.3. The Independent Director will be held liable only in respect of such acts of omission or commission by the Company which have occurred with his/her knowledge, attributable through Board processes, and with his/her consent or connivance or where the Independent Director have not acted diligently.

4. Code for Independent Directors:

4.1. The Company has relied on the declaration of the Independent Director that he / she meets the criteria of independence as provided in Section 149(6) of the Act and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations").

4.2. The Independent Director will be required to abide by the guidelines as to professional conduct for independent directors as set out in Section 149(8) read with Schedule IV to the Act.

4.3. The Independent Director will be required to comply with applicable provisions of any code of conduct framed by the Board for all Board members and Senior Management of the Company under the Listing Regulations.

5. Restrictions:

5.1. Save and except Directorships currently held by the Independent Director, during the term of appointment, the Independent Directors are expected not to take up directorship in any company (whether in India or abroad) engaged in the same or similar businesses as that of the Company or in a company, business or undertaking which competes or is likely to compete with the Company or which could otherwise potentially give rise to a conflict with his/her duties with the Company as an independent director. In the event that the Independent Director becomes aware of any potential conflict of interest, or in case of doubt, he / she should consult the Chairman of the Company as soon as practicable.

5.2. During the term of appointment, the Independent Director shall not serve as (i) a director in more than the prescribed number of companies and (ii) a committee member of more than the prescribed number of committees including chairmanship of such committees.

5.3. During the term of appointment, the Independent Director should not act as an alternate director for an independent director of a listed entity.

5.4. During the term of appointment, the Independent Director should not indulge in forward dealings in securities of the Company which is prohibited under the Act. The Independent Director is prohibited from dealing in the Company's securities when the trading window is closed. The Independent Directors are expected to comply with the Company's code for securities dealing as well as with the concerned provisions of the Insider Trading Laws and Regulations.

5.5. During the term of appointment, (i) the Independent Director shall not enter into any agreement for himself/herself or on behalf of any other person, with any shareholder or any other third party with regard to compensation or profit sharing in connection with dealings in the securities of the Company; and (ii) the Independent Director shall not enter into any such agreement referred to in (i) above without obtaining the prior approval from the Board of Directors as well as public shareholders of the Company.



6. Time Commitment:

While accepting the appointment, the Independent Director confirms that he / she will be able to allocate sufficient time to perform his/her duties as a director and attend meetings of the Board or any committee thereof. In addition to such attendance, the Independent Director will be expected to devote appropriate preparation time ahead of each meeting.

7. Training and Development:

7.1. The Independent Director will be invited to attend ongoing training and familiarisation sessions, including site visits, as and when conducted for Directors.

7.2. The Board members are provided with necessary documents / brochures, reports and internal policies to enable them to familiarise with the Company's procedures and practices.

7.3. Periodic presentations are made at the Board and Committee meetings, on business and performance updates of the Company, global business environment, business strategy and risks involved.

8. Evaluation Process:

The performance of individual directors are evaluated by the entire Board, excluding the director being evaluated, on an annual basis.

9. Remuneration:

In consideration of the Independent Director's services to the Company in the capacity of Independent Director of the Company, the Company will pay sitting fees for attending meetings of the Board and its committees and commission, as may be approved by the Board, from time to time

10. Expenses:

In addition to the remuneration stated in the preceding paragraph, the Company will reimburse the Independent Director, or bear and pay, all travel, accommodation or other expenses incurred as a result of him/her carrying out his/her duties as a director. The Independent Director may, at the Company's expense, seek independent legal or other professional advice where necessary, to perform his/her duties and will be entitled to reimbursement of costs incurred in seeking such advice. In these circumstances, the Independent Director should discuss the issues concerned with the Chairman of the Company in advance.

11. Confidentiality:

The Independent Director agrees that both, during and after the term of appointment, the Independent Director will hold in strict confidence and will not use for his/her own, or for another's benefit, or disclose or permit the disclosure of any confidential information relating to the Company, or any subsidiary or any group or associate companies of the Company, which he/she may acquire by virtue of his/her position as an Independent Director, including without limitation, any information about the deliberations of the Board. The restriction shall cease to apply to any confidential information which may (other than by reason of the director's breach of this term), become available to the public generally.

12. Insurance:

The Company has Directors' and Officers' ("D&O") liability insurance and it is intended to maintain such cover for the full term of the appointment. The Independent Director may obtain details of such insurance from the Company Secretary of the Company.

13. Indemnity:

The directors are granted an indemnity by the Company in respect of liabilities incurred as a result of their office, to the extent permitted by law.

14. Publication of Letter:

In line with the provisions of Schedule IV to the Act and Listing Regulations, the letter of appointment will be open for inspection by any member and the Company will also post the terms and conditions of the appointment on the Company's website <https://leapindia.net/>

15. Governing Law:

The appointment and the terms hereunder are governed by the laws of India, and subject to jurisdiction of Courts in Mumbai.

16. Relationship:

16.1. The appointment letter constitutes neither a contract for services nor a service contract.
16.2. There will be no relationship of employer and employee as a consequence of his/her appointment as an Independent Director of the Company.

17. Authority:

The letter of appointment is issued under the authority of the Board.

18. Counterparts:

The letter of appointment is issued in two counterparts and the Independent Directors are requested to sign and return one counterpart in token of his/her acceptance of the terms and conditions contained in the Letter of appointment.

**For and behalf of the Board of Directors of
LEAP India Limited**

**Sunu Mathew
Chairman, Managing Director and CEO**