

LHRC/CS/711

9th August 2024

Mr Reuben George Joseph
No.10 A, Skyline Melrose,
Civil Line Road,
Padivattom, Edapally.
Kochi - 682 024

Dear Mr Reuben Joseph,

Sub: Independent Director - Letter of Appointment.

We are pleased to inform you that the Board of directors of the Company at their meeting held on 8th August 2024 has approved your appointment as an Independent Director of the Company. This appointment is subject to the approval of the shareholders at a duly convened general meeting.

Section 149(8) of the Companies Act, 2013 read with Schedule IV thereto, inter alia, requires a company to issue a formal Letter of Appointment to Independent Directors. The terms and conditions of appointment of the Independent Director shall be disclosed on the Company's website.

We are, accordingly, pleased to issue this Letter of Appointment, setting out the terms in deference to the above stipulations as attached.

We would request that the duplicate of this letter of Appointment be signed and returned for our records.

With regards

Sincerely yours

For LAKESHORE HOSPITAL & RESEARCH CENTRE LTD

S K Abdulla
Managing Director

End: As above

Sl No	Letter of Appointment for Independent Director	
1	Name of Director	: Mr Reuben George Joseph
2	Term of Appointment	: For a term of 3 years from 8 st August 2024 to 7 th August 2027
3	Board Expectation	: <ol style="list-style-type: none"> 1. You will sustain your independence and continue to fulfill the criteria specified under Section 149(6) of the Companies Act, 2013 for being considered independent during the entire tenure. 2. You will abide by the Code for Independent Directors, specified in Schedule IV to the Companies Act, 2013. 3. You will promptly file the declarations and / or confirmation required under the Company Law.
4	Committees	: The Board of Directors nominated you as a member of the Audit Committee, CSR Committee and Nomination & Remuneration Committee. Your appointment on such Committee(s) will be subject to the applicable rules and regulations.
5	Duties and Responsibilities	: Directors are in essence trustees and have fiduciary duties. They are therefore to display utmost care, skill and diligence in the exercise of their powers and functions on behalf of the company. The general obligations and liabilities of a director are essentially based on the common law principles. Section 166 of the Companies Act, 2013 has now made specific prescription outlining the duties of directors. Part III of Schedule IV to the Companies Act, 2013 has further listed the duties of an Independent Director. You are requested to take note of these provisions.
6	Code of Business Ethics	: The independent directors shall adhere to the code of conduct for independent directors given under Schedule IV.
7	Negative List	: You will, during your tenure as Independent Director: <ol style="list-style-type: none"> 1. Not to deal with the Company, either directly or indirectly, in a manner to prejudice your status as Independent Director. 2. Not to deal in the securities of the Company except with due disclosures to the Board. 3. Not to act in a manner leading to conflict of interest at any point in time.



8	Remuneration	:	You are eligible for Sitting Fee of ₹ 50,000/- for attending every meeting of the Board and ₹ 25,000/- for Committee Meetings.
9	Evaluation	:	The performance evaluation of independent director shall be done on an annual basis by the Board of Directors, excluding the director being evaluated. Your appointment and re-appointment on the Board shall be subject to the outcome of the yearly evaluation process.
10	Reappointment	:	The re-appointment of independent director shall be on the basis of report of performance evaluation.
11	Resignation and Removal	:	The resignation or removal of an independent director shall in the same manner as is provided in sections 168 and 169 of the Companies Act, 2013.

S K Abdulla
Managing Director