

POLICY ON RELATED PARTY TRANSACTIONS

I. Background

The board of directors of Leela Palaces Hotels & Resorts Limited (formerly known as Schloss Bangalore Limited and Schloss Bangalore Private Limited) (“**Company**”) in pursuance of the Companies Act, 2013 read- with rules framed thereunder and Regulation 23 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable provisions (including any statutory enactments / amendments thereof) (“**SEBI Listing Regulations**”), adopted the policy on materiality of related party transactions and on dealing with related party transactions (the “**Policy**”) vide its Board meeting held on 20 May, 2025 and amended on 16 January, 2026.

II. Effective date

The Policy shall come into force with effect from the date Regulation 23 of the SEBI Listing Regulations takes effect with respect to the Company.

III. Purpose

The corporate governance norms under Section 188 of the Companies Act, 2013, and the rules framed thereunder, as amended (“**Companies Act**”), and Regulation 23 of the SEBI Listing Regulations read with Industry Standards Note on “Minimum information to be provided to the Audit Committee and shareholders for approval of Related Party Transactions” while placing any proposal for review and approval of RPT, require companies to have enhanced transparency and due process for approval of the related party transactions.

Accordingly, the Company has framed this Policy with the intent to ensure the proper approval and reporting of related party transactions, including Material Related Party Transactions (*as defined below*) and on dealing with transactions with Related Parties (*as defined below*).

IV. Definitions

“**Arm’s length transaction**” means a transaction between two Related Parties that is conducted as if they were unrelated, so that there is no conflict of interest.

“**Audit Committee**” means Audit Committee constituted by the Board, from time to time, under Section 177 of the Companies Act and the SEBI Listing Regulations.

“**Board of Directors**” or “**Board**” means the board of directors of the Company, as constituted from time to time.

“**Key Managerial Personnel**” means the Chief Executive Officer or the Managing Director or the Manager, the Company Secretary, the Whole-time Director, the Chief Financial Officer and such other officers/employees of the Company as defined in section 2(51) of the Companies Act.

“**Material Modification**” means any subsequent change to an existing Related Party Transaction, having a variance of twenty percent of the existing limit.

“**Material Related Party Transaction**” means a transaction with a Related Party where the transaction/transactions to be entered into individually or taken together with previous transactions during a financial year, exceeds the following thresholds, determined based on the last audited financial statements of the listed entity or such limits as may be prescribed either in the Companies Act or the SEBI Listing Regulations, including any amendment or modification thereof, as may be applicable.

Consolidated Turnover of Listed Entity	Threshold
(I) Up to ₹20,000 Crore	10% of the annual consolidated turnover of the listed entity
(II) More than ₹20,000 Crore to upto ₹40,000 Crore	₹2,000 Crore + 5% of the annual consolidated turnover of the listed entity above ₹20,000 Crore
(III) More than ₹40,000 Crore	₹3,000 Crore + 2.5% of the annual consolidated turnover of the listed entity above ₹40,000 Crore or ₹5000 Crores, whichever is lower.

Notwithstanding the above, a transaction involving payments made to a related party with respect to brand usage or royalty shall be considered material if the transaction(s) to be entered into individually or taken together with previous

transactions during a financial year, exceed five percent of the annual consolidated turnover of the Company as per its last audited financial statements.

“Ordinary Course of Business” means the transactions and practices undertaken by the Company for the day to day operations and it includes activities as per the Memorandum and Articles of Association

“Related Party” means a related party as defined under the Companies Act, SEBI Listing Regulations and applicable accounting standards.

“Relative” means a relative as defined under Section 2(77) of the Companies Act, read with the SEBI Listing Regulations.

“Related Party Transaction” means the transaction as prescribed under Regulation 2(1)(zc) of SEBI Listing Regulations and Section 188 of the Companies Act, and Accounting Standard 18 and Accounting Standard 24, and includes any Material Modifications.

“Subsidiary” shall mean a subsidiary as defined under the Companies Act.

"Transaction" with a related party shall be construed to include single transaction or a group of transactions in a contract and includes prospective transactions.

Any other term not defined herein shall have the same meaning as defined in the Companies Act, the SEBI Listing Regulations, Accounting Standard 18 or any other applicable regulation.

V. Identification of related party transactions

Every Director and Key Managerial Personnel shall, as may be applicable to them, provide a declaration containing the necessary details of his concern or interest in any company or companies or bodies corporate, firms, or other association of individuals, which shall include the shareholding, contracts or arrangements with a body corporate or firm or other entity as mentioned under Section 184(2) of the Companies Act, in which any director is, directly or indirectly, concerned or interested, and Related Party Transactions, to the Company Secretary within such time as prescribed under applicable law from their appointment or relinquishment of office and on an annual basis. They shall also, provide declarations within such time as prescribed under applicable law if there has been a change in the details from the last declaration made under this Related Party Policy.

Each Director, Key Managerial Personnel and members of senior management is responsible for providing notice to the Company or Audit Committee of any potential Related Party Transaction involving him or her or his Relative, including any additional information about the transaction that the Board/ Audit Committee may reasonably request. Audit Committee will determine whether a transaction does constitute a Related Party Transaction requiring compliance with this Policy.

VI. Dealing with related party transactions

The Board shall fulfil the function of monitoring and managing potential conflicts of interest of management, Board and shareholders, including misuse of corporate resources and abuse in Related Party Transactions.

The Company shall comply with applicable provisions of the SEBI Listing Regulations, Companies Act, the listing agreement and other applicable law in force from time to time in dealing with the Related Party Transactions.

VII. Related Party Transactions not approved under this Policy

If a Related Party Transaction is entered into by the Company without being approved under this Policy, the same shall be reviewed by the Audit Committee. The Audit Committee shall evaluate the transaction and may decide such action as it may consider appropriate including ratification (subject to terms of this Policy), revision or termination of the Related Party Transaction. The Audit Committee may examine the facts and circumstances of the case and take any such action it deems appropriate.

VIII. Approval process

7.1. Audit Committee

All Related Party Transactions and subsequent Material Modifications shall require prior approval of the Audit Committee (which for the purpose of approval, includes only the independent director members). Accordingly, all

proposed Related Party Transactions or Material Modifications must be reported to the Audit Committee for prior approval by the Committee.

Further, a Related Party Transaction above rupees one crore, whether entered into individually or taken together with previous transactions during a financial year to which the subsidiary of the Company is a party but the Company is not a party, shall require prior approval of the Audit Committee if the value of such transaction exceeds the lower of the following :

- (i) ten per cent of the annual standalone turnover, as per the last audited financial statements of the subsidiary; ; or
- (ii) the threshold for material related party transactions of listed entity as specified in the Policy.

In the event of a related party transaction above rupees one crore, whether entered into individually or taken together with previous transactions during a financial year, to which the subsidiary of a listed entity is a party but the listed entity is not a party and such subsidiary does not have audited financial statements for a period of at least one-year, prior approval of the audit committee of the listed entity shall be obtained if the value of such transaction exceeds the lower of the following:

- (i) ten percent of the aggregate value of paid-up share capital and securities premium account of the subsidiary; or
- (ii) the threshold for material related party transactions of listed entity as specified in the Policy.

For this purpose, the aggregate value of the paid-up share capital and securities premium account of the subsidiary shall be taken as on a date not older than three months prior to the date on which approval of the Audit Committee is sought.

Further, the remuneration and sitting fees paid by the listed entity or its subsidiary to its director, key managerial personnel or senior management, except who is part of promoter or promoter group, shall not require approval of the audit committee provided that the same is not material in terms of the provisions of sub-regulation (1) of Regulation 23.

The KMP's of the Company shall provide to the Committee all relevant material information of all Related Party Transaction(s), as specified in the Industry Standards Note on "Minimum information to be provided to the Audit Committee and shareholders for approval of Related Party Transactions" while placing any proposal for review and approval of RPT, which is effective from 1st September, 2025 including the terms of the transaction(s), the business purpose of the transaction, the benefits to the Company and to the Related Party, and any other relevant matters *inter alia* including the following:

- (i) the name of the related party and nature of relationship;
- (ii) the nature, duration of the contract and particulars of the contract or arrangement;
- (iii) the material terms of the contract or arrangement including the value, if any;
- (iv) any advance paid or received for the contract or arrangement, if any;
- (v) the manner of determining the pricing and other commercial terms, both included as part of contract and not considered as part of the contract;
- (vi) whether all factors relevant to the contract have been considered, if not, the details of factors not considered with the rationale for not considering those factors;
- (vii) the persons/authority seeking the approval of the proposed transaction; and
- (viii) any other information relevant or important for the Committee to take a decision on the proposed transaction.

In determining whether to approve a Related Party Transaction or Material Modification, the Committee will consider the following factors, among others, to the extent relevant to the Related Party Transaction or Material Modification thereof:

- (i) Whether the terms of the Related Party Transaction are fair and on arm's length basis to the Company and would apply on the same basis if the transaction did not involve a Related Party;
- (ii) Whether the Related Party Transaction would affect the independence of the Director/KMP;

- (iii) Whether the proposed transaction includes any potential reputational risk issues that may arise as a result of or in connection with the proposed transaction; and
- (iv) Whether the Related Party Transaction is in the nature of conflict of interest for any Director or Key Managerial Personnel of the Company, taking into account the size of the transaction, the overall financial position of the Director or other Related Party, the direct or indirect nature of the Directors, Key Managerial Personnel's or other Related Party's interest in the transaction and the ongoing nature of any proposed relationship and any other factors the Board/Committee deems relevant.
- (v) Whether there are any compelling business reasons / rationale for the Company to enter into the Related Party Transaction and the nature of alternative transactions, if any;
- (vi) Whether the Company was notified about the Related Party Transaction before its commencement and if not, why pre-approval was not sought and whether subsequent ratification is allowed and would be detrimental to the Company.

Subject to the provisions of the applicable laws, the Audit Committee will have the discretion to approve/modify/recommend/refer the proposed Related Party Transaction for the approval of Board or shareholders.

Further, in the event a Related Party Transaction is not in the ordinary course of business or at arm's length, the Company shall comply with the provisions of the Companies Act, 2013 and obtain approval of the Board and/or its shareholders, as applicable.

Omnibus approval

The Audit Committee may grant omnibus approval for Related Party Transactions proposed to be entered into by the Company or its subsidiary subject to the following conditions:

- (i) The Audit Committee shall lay down the criteria for granting an omnibus approval in line with this Policy and such approval shall be applicable in respect of Related Party Transactions which are repetitive in nature;
- (ii) The Audit Committee shall satisfy itself of the need for such omnibus approval and that such approval is in the interest of the company;
- (iii) Such omnibus approval shall specify the details as specified under Rule 6A of Companies (Meeting of Board and its Powers) Rules, 2014 Industry Standards Note on "Minimum information to be provided to the Audit Committee and shareholders for approval of Related Party Transactions" while placing any proposal for review and approval of RPT

Provided that where the need for such a Related Party Transaction cannot be foreseen and aforesaid details are not available, the Audit Committee may grant omnibus approval for such transactions subject to their value not exceeding Rs.1 crore per transaction.

- (iv) Audit Committee shall review, atleast on a quarterly basis, the details of Related Party Transactions entered into by the Company or its subsidiary pursuant to each of the omnibus approval given.
- (v) Such omnibus approvals shall be valid for a period not exceeding one financial year and shall require fresh approvals after the expiry of the financial year.

Ratification process

The members of the Audit Committee, who are Independent Directors, may ratify Related Party Transactions within three months from the date of the transaction or in the immediate next meeting of the Audit Committee, whichever is earlier, subject to the conditions laid down in Regulation 23 (f) of the SEBI Listing Regulations.

7.2. Board

A Related Party Transaction shall be approved by the Board by passing a resolution in this regard at a meeting of the Board, provided that Board approval is not required for any the Related Party Transaction(s) to be entered into in the ordinary course of business and on an arm's length basis.

Where any director is interested in any contract or arrangement with a related party, such director shall not be present at the meeting during discussions on the subject matter of the resolution relating to such contract or arrangement.

7.3. Shareholders

Transactions not in ordinary course of business or not at arm's length

All Related Party Transactions in excess of the limits prescribed under the Companies Act, 2013, and the SEBI Listing Regulations, as may be applicable, which are not in the ordinary course of business or not an Arms' length transaction shall also require the prior approval of the shareholders through special resolution and no member of the Company shall vote on such special resolution, if such member is a related party.

Material Related Party Transaction

All Material Related Party Transactions and Material Modifications thereto shall require prior approval of the shareholders through special resolution and all Related Parties shall abstain from voting on such resolutions irrespective of whether they are party to such transaction. Provided that this shall not apply in respect of a resolution plan approved under section 31 of the Insolvency and Bankruptcy Code, 2016, subject to the event being disclosed to the recognized stock exchanges within one day of the resolution plan being approved.

Further, Omnibus approval granted by the shareholders for material related party transactions in an annual general meeting shall be valid till the date of the next annual general meeting held within the timelines prescribed under Section 96 of the Companies Act, 2013 or rules, notifications, or circulars issued thereunder from time to time. In case of omnibus approvals for material related party transactions, granted by shareholders in general meetings other than annual general meeting, the validity of such omnibus approvals shall not exceed one year from the date of such approval.

Disclosure

The notice being sent to the shareholders seeking approval for any RPT shall, in addition to the requirements under the Companies Act, 2013, include the information as part of the explanatory statement as specified in the Industry Standards on "Minimum information to be provided to the Audit Committee and shareholders for approval of Related Party Transactions" while placing any proposal for review and approval of RPT, which is effective from 1st September, 2025

IX. Exemption from applicability of the Policy

Notwithstanding the foregoing, but subject to the provisions of the applicable laws from time to time, the following Related Party Transactions shall not require approval of Audit Committee or Shareholders:

- (i) Transactions entered into between two public sector companies
- (ii) Transactions entered into between the Company and its wholly owned subsidiary whose accounts are consolidated with the Company and placed before the shareholders at the general meeting for approval or
- (iii) Transactions entered into between two wholly-owned subsidiaries of the Company, whose accounts are consolidated with the Company and placed before the shareholders at the general meeting for approval;
- (iv) Transactions which are in the nature of payment of statutory dues, statutory fees or statutory charges entered into between an entity on one hand and the Central Government or any State Government or any combination thereof on the other hand.
- (v) Transactions entered into between a public sector company on one hand and the Central Government or any State Government or any combination thereof on the other hand.
- (vi) Such other transactions as prescribed under applicable law.

I. Other Exemptions

The RPT Industry Standards shall not be applicable to:

- (a) Transactions exempted under Regulation 23(5) of the LODR Regulations; and
- (b) Quarterly review of RPTs by the Audit Committee in terms of Regulation 23(3)(d) of the LODR Regulations.
- (c) Transaction(s) with a related party to be entered into individually or taken together with previous transactions during a financial year (including which are approved by way of ratification) do not exceed Rs. One Crore.

X. Disclosure

- a) Board's Report shall contain details of RPTs as required under applicable law.
- b) A register of RPTs as required to be maintained as per Section 189 of the Companies Act, 2013 shall be placed before the next Board Meeting and signed by all the directors present at the Meeting, as and when required.
- c) The Policy shall be disclosed on the Company's website and a web link thereto shall be provided in the Annual Report of the Company.
- d) The Company shall disclose to the Stock Exchanges on a half yearly basis the related party transaction as a part of Integrated filing (financials) within such time and in the format as prescribed in the SEBI Circular/ Master Circular.

XI. Policy review

The Board may, subject to applicable laws, amend, suspend or rescind this Policy at any time. Further, in any case, the Policy shall be reviewed by the Board at least once every three years and updated accordingly. Any difficulties or ambiguities in the Policy will be resolved by the Board in line with the broad intent of the Policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Related Party Policy.

In the event of any conflict between the provisions of this Policy and of the applicable law(s) dealing with the Related Party Transactions, such applicable law(s) as may be in force from time to time shall prevail over this Policy.