

## **Terms & Conditions of Appointment of Mr. Padam Bahl, Non-Executive Independent Director of the Company**

Mr. Padam Bahl, Non-Executive Independent Director of the Company was appointed by the Shareholders at the 8th Annual General Meeting held on September 17, 2014, as per the provisions of Section 149 of the Companies Act, 2013("Act").

Terms and conditions of appointment of his appointment are as under:

### **Tenure of Appointment**

Appointment for the time being is up to 31st March 2019. This tenure is subject to the condition that he continues to meet the criteria for being an Independent Director. His appointment is also subject to the maximum permissible Directorships that one can hold as per the provisions of the Act.

### **Criteria of Appointment**

The Board of Directors of the Company inter alia has given due consideration to his candidature of being qualified as 'independent' in accordance with the provisions of the Act. He is expected to continue to be qualified as 'independent' during their tenure and provide periodic declaration to the effect as required by regulations. He will be categorized as "Independent Director" in the annual report and other documents and publications of the Company. If circumstances change and he believe it may not be possible for them to retain their independence, he should discuss this with the Board as soon as practicable.

### **Performance Evaluation**

His performance evaluation shall be done by the Board of Directors annually, without his participation. He will participate in reviewing the performance of other directors.

### **Prohibition on Insider Trading**

He will follow the Religare Code of Conduct for Prevention of Insider Trading and the requirements under the Act and relevant SEBI Regulations. He should not make any statements that might trigger a breach of these requirements except as permitted by law or without prior clearance from the Board of Directors or Compliance Officer of the Company.

### **Role on the Board**

He is expected to provide their expertise, experience and inputs inter alia in the fields of business strategy, planning, management and corporate governance in the functioning of the Board and the committees of the Board he is or he may be nominated. He should allocate requisite time for Board and committee meetings, preparatory work and travel.

The Board of Directors may, if it deems fit, invite him for being appointed on one or more existing committees of Board or any such committee that is set up in future. His appointment on such committee will be subject to the applicable regulations.

## **Memberships of other Boards**

It is expected that he will not serve on the boards of competing companies. However, if he intends to join the boards of competing companies, he will seek prior approval of the Company's Board.

## **Duties and Liabilities**

His role and duties will be those normally required of a Non-Executive Independent Director under the Act. There are certain duties prescribed for all Directors, both Executive and Non-Executive, which are fiduciary in nature and are as under:

- a. He shall act in accordance with the Company's Articles of Association.
- b. He shall act in good faith in order to promote the objects of the Company for the benefit of its members as a whole, and in the best interest of the Company.
- c. He shall discharge their duties with due and reasonable care, skill and diligence.
- d. He shall not involve himself in a situation in which he may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the Company.
- e. He shall not achieve or attempt to achieve any undue gain or advantage either to himself or to his relatives, partners or associates.
- f. He shall not assign their office as Director and any assignments so made shall be void.

He will follow the Religare Code of Conduct for Board Members and submit an annual confirmation of the same.

He will follow the highest standards of confidentiality. He shall not disclose to any person or company (either during the course of the tenure or at any time after resignation), any confidential information concerning the Company or any of its Group Company which he acquires by virtue of his position as a Director, except as permitted by law or with prior clearance from the Board.

The laws and regulations that currently govern the duties and liabilities of an Independent Director are the Act (inducing rules thereunder). Apart from other duties, he is specifically required to follow "the code for the Independent Director" as per Schedule IV of the Act. Further, he is required to make disclosures as and when required as per the requirements of the Act.

In case he so desires, Company would help them to familiarize them with the duties and liabilities of an independent director.

As per Section 149 of the Act, he will be held responsible, only in respect of such acts of omission or commission by a company which had occurred with his knowledge, attributable through Board processes, and with their consent or connivance or where he had not acted diligently.

Further, he has to adhere the SEBI Act and rules and regulations made thereunder, amended time to time, as applicable to the Company.

## **Directors and Officers Liability Insurance Policy**

The Company does have a Directors and officers Liability Insurance Policy. The Directors would be covered /indemnified as per the policy of the Company.

## **Status of Appointment**

He will not be an employee of the Company and this letter shall not constitute a contract of employment.

## **Remuneration**

He will be entitled to remuneration as per applicable provisions of laws for the time being in force and in accordance with the criteria, as approved by the Board of Directors on the recommendation by the Nomination and Remuneration Committee, within the overall limits approved by the Shareholders and the applicable legal provisions. He may also be paid remuneration by commission as may be approved by the Board and the Shareholders from time to time.

He will also be entitled to sitting fee for attending the meetings of the Board or Committee thereof either personally or through Video Conference or other audio visual means or for any other purpose whatsoever as may be decided by the Board of Directors. The sitting fees presently payable to the Non-Executive Independent Director is Rs. 20,000/- per meeting of the Board or a Committee thereof.

The remuneration and fee payable shall be subject to applicable tax deduction at source. In addition to the above he will be entitled to reimbursement of all expenses for participation in the Board and other meetings.

## **Termination**

He may resign from his position at any time and should he wish to do so. However, he is expected to serve a reasonable written notice on the Board.

Continuation of his appointment is contingent on their getting re-elected by the Shareholders in accordance with provisions of Act and the Articles of Association of the Company, from time to time in force. He will not be entitled to compensation if the Shareholders do not re-elect them at any time. His appointment may also be terminated in accordance with the provisions of the Articles of Association of the Company from time to time in force.

## **General**

All the terms as mentioned above including their appointment, remuneration, professional conduct, role, duties and liabilities and evaluation shall be governed by the Act and rules made thereunder, as amended from time to time.

This letter and any non-contractual obligations arising out or in connection with their appointment shall be governed by, and shall be construed in accordance with the laws of India and subject to the exclusive Jurisdiction of the Courts of India.