

**Major Terms and Conditions of Appointment of Independent Directors of Bhartia Sons Limited as on 31/03/2020**

The terms and conditions of appointment of Independent Directors of Bhartia Sons Limited are subject to the applicable provisions of the Companies Act, 2013 (“the Act”) and SEBI (LODR) Regulations, and the Articles of Association of the Company. The following are the details of Independent Directors of the Company:

Sr. No.	Name of Independent Director	Director Identification Number	Tenure	
			From	To
1	Mr. Pranab Bhattacharya	08720750	March 06, 2020	Present
2	Mr. Sougata Dey	07027818	May 30, 2016	Present
3	Mr. Vijay Swaminathan	03505029	May 30, 2016	Present

The major terms and conditions of appointment of the above Independent Directors are as under:

**1. Term of Appointment:**

The appointment of Independent Directors are for a period of 5 (five) years from the date of their respective appointment. The Independent Directors are not liable to retire by rotation. Re-appointment at the end of their tenure shall be considered by the Board of Directors (“the Board”) based on the recommendation of the Nomination and Remuneration Committee and the performance evaluation process, subject to the Directors continuing to meet the independence criteria.

The Independent Directors may be nominated to be a Member or Chairman of any one or more Committees of the Board.

**2. Role, Functions and Duties:**

The role, functions and duties of the Independent Directors shall be in accordance with the provisions of Schedule IV (Code for Independent Directors) to the Act, which *inter alia* includes:

- As members of the Board, the Independent Directors along with other Directors will be collectively responsible for meeting the objectives of the Board, viz.,
  - Requirements under the Act and Rules framed there under.
  - Responsibilities of the Board in relation to Corporate Governance as outlined in Clause 49 of the Listing Agreement and Pfizer’s Code for Independent Directors.

- Accountability under Directors' Responsibility Statement which forms part of the Board's Report to the shareholders.
- Review of Companies business strategy, financial plan and monitor the performance of the Company.
- Safeguarding the interest of all stakeholders.
- Advice and counsel the management in the respective area of expertise

### **3. Remuneration:**

The Independent Directors shall be paid sitting fees for attending the meetings of the Board and the Committees of which they are members. The sitting fees payable shall be determined by the Board from time to time.

In addition to the sitting fees, the Independent Directors may also be paid a Commission, as may be determined by the Board, as recommended by the Nomination and Remuneration Committee after considering the performance of the Company and the performance and contribution of the Directors, as evaluated by the Board.

Further, the Company may reimburse the Independent Directors such expenditure, as may be incurred by them while performing their role as an Independent Director of the Company, including expenditure incurred by them for travel, accommodation or any out-of-pocket expenses for attending Board / Committee Meetings, General Meetings, Court Convened Meeting, meetings with Shareholders / Creditors / Management, site visits, induction and training programs.

### **4. Training and Development:**

The Company would provide necessary support to Independent Directors in updating their skills and knowledge with respect to the pharmaceutical industry and to improve their familiarity with the Company and its business. The Company may, if required, will conduct formal training program for its Independent Directors.

### **5. Performance Appraisal / Evaluation Process:**

As members of the Board, the performance of the Independent Directors as well as the performance of the entire Board and its Committees will be evaluated annually. Evaluation of each Director shall be done by all the other Directors. The criteria for evaluation shall be disclosed in the Annual Report of the Company. The actual evaluation process shall remain confidential and shall be a constructive mechanism to improve the effectiveness of the Board / Committees.

### **6. Disclosures:**

During the tenure of their directorship, the Independent Directors shall notify promptly the Company of any change in their directorships and shall provide all

disclosures and information as may be required under the applicable laws. They shall also upon becoming aware of any potential conflict of interest with their position as Independent Directors of the Company, promptly disclose the same to the Chairman of the Board or the Company Secretary.

**7. Disengagement:**

The Independent Directors 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 by them in the notice, whichever is later.

The directorship of Independent Directors on the Board shall cease in accordance with the provisions of the Companies Act, 2013 or other applicable laws and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.