

Bio-data

1. Name and surname (in full) : **MATHILAKATH RAVINDRAN**
(known as **M. Ravindran**)
2. Director Identification Number (refer Note 1) : 02309551
3. Income Tax PAN :
4. Gender: : Male
Nationality : Indian
5. Father's name and mother's name and Spouse's name (if married) : Father:
Late Shri Balakrishnan Talachil
Mother:
Mrs. Sarojini M.
Spouse:
Mrs. Usha Ravindran
6. Date of Birth : 28th January, 1957
7. Present Position/Occupation : Retired as Director (HR)
from GAIL (India) Limited
8. Full address (present and permanent) with PIN code, Phone number, Mobile Number, E-Mail address) : **Correspondence Address:**

Mobile: 9999103934

E-mail: mathiravindran@gmail.com

Permanent Address

9. Educational & Professional Qualification (Graduation onwards)

S.No.	Course	Subjects	University/Institute	Year of Passing
1.	B. Sc. Engineering in Mechanical	Mechanical Engineering subjects	NIT Kurukshetra, Kurukshetra University, Haryana	1980

M. Ravindran

10. Work Experience

Sl. No.	Organization/ Institute	Post Held	Period (From - To)	Nature of Work/Area of Specialization
1.	GAIL (India) Limited, Delhi	Director (HR) <i>Concurrently handled Additional Responsibility of Director (Business Dev.) from 01.10.2014 to 31.01.2017)</i>	01.06.2013 to 31.01.2017	Human Resources & Business Development activities of the company
2.	GAIL (India) Limited, Delhi	OSD to Dir (HR), GAIL	18.04.2013 to 31.05.2013	Corporate HR
3.	Indraprastha Gas Limited (IGL), Delhi (A Joint Venture of GAIL & BPCL)- <i>[on deputation from GAIL]</i>	Managing Director	27.10.2011 to 17.04.2013	City Gas Distribution
4.	GAIL Gas Limited, Noida <i>(A wholly owned 100% Subsidiary of GAIL)</i>	Chief Executive Officer (CEO)	08.05.2008 to 26.10.2011	City Gas Distribution
5.	GAIL (India) Limited, Vijaipur (MP)	Executive Director (O&M), HVJ	01.04.2008 to 07.05.2008	GPU, O&M and NG P/L O&M
6.	GAIL (India) Limited, Vijaipur (MP)	General Manager (O&M), HVJ	12.06.2006 to 31.03.2008	GPU, O&M and NG P/L O&M
7.	GAIL (India) Limited, Petrochemical Complex, Pata, (UP)	General Manager (Projects & Contracts and Procurement)	01.04.2004 to 11.06.2006	Projects & Contracts and Procurement
8.	GAIL (India) Limited, Delhi, Pata & Vaghodia	Sr. Dy. Manager (Mech) to General Manager	31.07.1990 to 31.03.2004	Worked in various capacities in various functions including Project Construction, Project Development, Engineering & Technology, Contracts and Procurement, Gas Processing Unit (O&M) & Natural Gas Pipeline (O&M)
9.	Tata Chemicals	Senior Engineer	07.03.1989 to	Activities related to

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	Limited, Jamnagar, Gujarat		30.07.1990	fertilizers
10.	National Fertilizers Ltd, Nangal, Punjab	Asstt. Plant Engineer	17.11.1980 to 28.02.1989	Activities related to fertilizers

➤ **Details of experience are enclosed at Annexure-"A"**

11. Whether SC/ST/OBC/Minorities/ Women (if yes, indicate the relevant category) : No

12. Area of Specialization (Finance, Law, Management, Sales, Marketing, Administration, Research, Corporate Governance, Technical Operations or any other) : HR, HRD, Learning & Development, Policy formulation, Employee Relation, Legal Matters, Disciplinary matters, Management, Marketing, Administration, Corporate Governance, Technical Operations of Natural Gas Trunk Pipeline & City Gas Distribution Business.

Also associated with various Business Development activities of GAIL.

Served in various Sub-Committees of Board viz. Stake Holder Grievance Redressal Committee, Stakeholder Relationship Committee, HR Sub-Committee, Audit Committee, Empowered Contracts & Procurement Committee, Empowered Committee (Natural Gas, LNG & Polymers) for import of Natural Gas/LNG/Polymers, Business Development & Marketing Committee, Corporate Social Responsibility Committee (CSR), Nomination and Remuneration Committee

13. Indicate how you fulfill the laid down criteria : • Retired as Functional Director of a Schedule-"A" *Maharatna* CPSE [i.e. GAIL (India) Ltd] with varied experience of all Administrative and Management functions necessary for the Board of Directors.

• B.Sc. Engineering in Mechanical from NIT, Kurukshetra, Kurukshetra University

• Age – 60 years

• At present, I am not on the Board of any Central PSU / Private Company

14. (a) Have any legal proceedings : No

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initiated or are pending against you

(b) If yes, please furnish the : Not applicable following details

15. (a) Have you been or are designated : No partner in limited liability partnerships (LLP)

(b) If yes, please furnish the : Not applicable following details

16. Directorship held/presently being in companies (both CPSEs and Private)

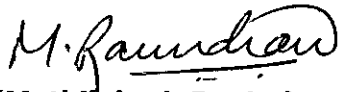
(a) Past (during last 5 years):

Sl. No.	Name of company	Nature of Industry	Nature of Directorship	Duration (with dates)
1	GAIL (India) Limited New Delhi (A Schedule-A Maharatna PSU)	Natural Gas Value Chain including Petrochemical	Director (HR) (whole-time/Functional Director)	03 Years & 08 Months [01.06.2013 – 31.01.2017]
2	Indraprastha Gas Limited, Delhi	City Gas Distribution	Managing Director	01 Year & 06 Months [27.10.2011 - 16.04.2013]
			Chairman	02 Years [14.01.2015 - 13.01.2017]
3	Mahanagar Gas Limited, Mumbai	City Gas Distribution	Director	02 Years [01.06.2013 - 28.05.2015]
4	GAIL Global (USA) Inc., USA	Shale Gas, Exploration & Production	Chairman	02 Years & 03 Months [15.10.2014 - 31.01.2017]
5	GAIL Global (USA) LNG LLC, USA	Natural Gas, LNG	Chairman	02 Years & 03 Months [15.10.2014 - 31.01.2017]
6	ONGC Petro additions Limited, Dahej, Gujarat	Petrochemical Plant	Director	03 Years & 07 Months [07.06.2013 - 18.01.2017]
7	Andhra Pradesh Gas Distribution Corpn. Ltd.	City Gas Distribution	Director	10 Months [15.10.2011 – 21.08.2012]
8	Green Gas Limited, Lucknow	City Gas Distribution	Director & later Chairman	03 Years & 04 Months [07.06.2013 - 25.10.2016]
9	Bhagyanagar Gas Limited, Hyderabad	City Gas Distribution	Chairman	02 Years & 11 Months [25.02.2014 - 18.01.2017]

(b) Present : Nil

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17. Declaration regarding consent and conflict of interest duly signed attached (Annex 2) : **Yes**


(Mathiakath Ravindran)
ex- Director (HR)
GAIL (India) Limited

Date: 17.10.2017

Note 1: In case, you are not having Director Identification Number (DIN), you should immediately get the same in line with provisions of Sections 152 to 159 of the Companies Act, 2013 and furnish the updated bio-data to DPE.

Note 2 : In case there is any change in the above position, the revised and updated bio-data may be furnished to DPE within 15 days of such change.

EXPERIENCE

CAREER OVERVIEW

Performance oriented HR, O&M, Marketing, and Business Development professional having more than 36 years of rich and diverse experience, out of which more than 26 years in Oil & Gas Sector. Have been a result driven and resourceful Board Level Functionary, with track record of driving business growth along with delivering revenue growth, business development and market penetration. Possess capabilities to develop and strengthen management teams for maximising business profitability and achieving overall organisational efficiency. Possessing proven ability to contribute to organisation at both Strategic and Operational level while delivering People Management Strategies. Having excellent communication skills to establish sustainable and profitable relationship with stakeholders, across the world.

EXPERIENCE & ACCOMPLISHMENTS

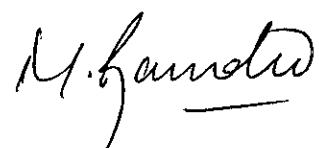
GAIL India Limited (31.07.1990 – 31.01.2017)

- (i) Joined GAIL on 31.07.1990 as Sr. Dy. Manager (Mech) and has risen to the level of Director (HR) w.e.f. 01.06.2013.

During the above tenure prior to becoming Director (HR), I have been associated with a number of important projects at GAIL. Contributed extensively in the execution of GAIL's first 400 KTA Petrochemical Complex Project at Pata, Distt. Auraiya, U.P; worked as Incharge of Gas processing unit at Vaghodia and was also In-charge of the Operation & Maintenance of GAIL's HVJ & associated Pipelines & Gas Processing Unit at Vijaipur, M.P

Undersigned was also the first CEO of GAIL's wholly owned subsidiary, GAIL Gas Limited from 2008 to 2011. It was during this tenure as CEO, that GAIL Gas Limited participated in the CGD first round of bidding and won the licenses for the cities of Sonapat, Kota, Dewas & Meerut under the regulatory regime.

Undersigned has also held the position of Managing Director of Indraprastha Gas Ltd. (IGL), a Joint Venture of GAIL & BPCL and the largest sole supplier of Compressed Natural Gas (CNG) and Piped Natural Gas (PNG) in National Capital Region of Delhi & NCR for the period from 27.10.2011-16.04.2013 in the regulatory environment.



(ii) Served as Director (HR), GAIL w.e.f 01.06.2013 along with additional responsibility of Director (Business Development) w.e.f. 01.10.2014.

- As Director (HR), undersigned was heading the overall activities of HR Directorate of GAIL including Manpower Acquisition, Rationalization of Manpower, Performance Management, Legal Affairs including various Court, Arbitration & Conciliation cases, matters pertaining to Regulatory issues, Corporate Social Responsibility, Parliamentary Affairs, etc. among others. Led the Team to introduce & successfully implement various HR intervention/ initiatives viz 360 Degree feedback, competency based Performance Management System, Engagement Survey, Development Centers, e-learning initiatives among others. Resolution of disputes with stakeholders and ensured stakeholder satisfaction as a member of various sub-committees of the Board. Ensured adequacy of Internal Control Systems as member of Audit Committee. Reviewed/ revised/ introduced a gamut of HR-Policies including Career Progression, Employee Benefits/ welfare, Superannuation Benefits, Conduct Disciplinary & Appeal (CDA) Rules, Training Policy etc. Successfully maintained Harmonious Industrial relations climate in GAIL.
- With additional Charge of Director (BD) concurrently with that of Director (HR) undersigned was also looking after the activities pertaining to Business Development Directorate which comprises of building GAIL's Business Portfolio in India and across the world including Shale Gas Assets and LNG Projects in USA, Acquisitions, Petrochemical O&M and Expansion, Exploration & Production, Project Development, Feasibility study and investment approval for Cross country pipelines/process plants, , renewables, Strategy formulation and implementation, R&D, Health Safety & Environment management, Total Quality Management, Risk Management among others and having instrumental in some key projects like; Mechanical completion and commissioning of Petrochemical Complex expansion project at Pata and Vijaipur with an investment of around Rs.9000 Cr, Turkmenistan-Afghanistan-Pakistan-India (TAPI) Pipeline Project, Signing of 20 year Gas Sale and Purchase Agreement (GSPA) with WGL Midstream Inc. (WGLM) for procurement of upto 430,000 Dth/day of natural gas required to produce about 2.3 MMTPA of LNG at the Cove Point Terminal, Feasibility study and investment approval for 4300 Cr Vijaipur-Auraiya-Phulpur pipeline (VAPPL), CCEA approval for execution of approx. 2600 km-12940 Crore Jagdishpur-Haldia/Bokaro – Dhamra Natural Gas Pipeline (JHBDPL) projects with 40% capital grant i.e. RS 5176 Crore, Talcher Coal Gasification projects, LNG Shipping, Participation in Dhamra LNG Terminal project etc.

Experience prior to joining GAIL:

- Worked in Tata Chemicals Limited as Sr. Engineer from 07.03.1989 to 30.07.1990.
- Worked in NFL Nangal, Punjab as Asst. Plant Engineer from 17.11.1980 to 28.02.1989.

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DECLARATION

(For non-official Directors on the Boards of Central Public Sector Enterprises)

I, MATHILAKATH RAVINDRAN Son of Late Shri Balakrishnan Talachil and resident of

Kerala - 678 001 hereby certify that I have not been disqualified to act as a Director under Section 164,165 or any other relevant sections of the Companies Act, 2013 and I fulfill the criteria laid down for appointment as non-official Director on the Boards of CPSEs by Department of Public Enterprises and meet the definition of 'independent director' as prescribed in Section 149 of the Companies Act, 2013.

2. I convey my willingness to be appointed as non-official Director on the Boards of CPSEs.

3. I also certify that there would be no conflict of interest on my appointment as non-official Director on the Board of any CPSE except for GAIL (India) Ltd.

4. I also certify that I am not facing any charge of, nor have ever been convicted for, any act of moral turpitude or economic offence.

Signature.....M. Ravindran

Name: MATHILAKATH RAVINDRAN

Designation/Occupation: ex-Director (HR), GAIL (India) Limited

Dated the Tuesday day Seventeenth of October.....2017..... (17/10/2017).

Witness: - 1) Neeta Bhatnagar
GM (HR), GAIL

Bhatnagar
18-10-17

2) Ayush Gupta
18/10/17 (AYUSH GUPTA)
GM (HRD), GAIL New Delhi