



SPANDANA

Office Order - Termination NonFinancial

Date : 28/5/2025

To,
Employee Name : Prabir Kumar Naik
Employee ID : SF0095254
Designation : Credit Assistant
Branch : OR0378

Subject : Office Order - Termination NonFinancial

Dear Prabir Kumar Naik,

This is in reference to your employment with Spandana Sphoorty Financial Limited (hereinafter referred to as "the Company").

In the matter of Non-Financial

You were served a Show Cause and Enquiry letter vide letters dated 05/04/2025 and 15/04/2025 respectively which were sent to your correspondence to your personal/Official mail ID.

You submitted a written explanation on 09/04/2025. .Despite being given an opportunity, you did not attended the Inquiry Proceedings informed to you vide NOI dated 15/04/2025.

After reviewing all facts, evidence and circumstances it has been conclusively established you have committed the alleged violation with ulterior intention, constituting misconduct and due to the same Company has lost confidence in your ability to continue in your role.

Accordingly, as per the Company's Disciplinary Policy & Procedures, you are hereby dismissed from the services with immediate effect i.e. effective from 04/04/2025.

You are required to return all the Company property provided to you during your employment with the Company (such as files, documents, electronic devices etc.) to the concerned authorized official during the official hours and contact the Human Resource and Accounts department of the Company for full and final settlement process.

**For Spandana Sphoorty Financial Limited
Authorized Signatory**

**Radhakrishna Eale
Senior Vice President (Human Resources)**