



## BRIEF PROFILE OF THE DIRECTORS

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### **Mr. M D Ranganath,** (Chairperson, Independent Director)

Mr. M.D. Ranganath was appointed as an Independent Director of the Company for a period of Five (5) years with effect from February 2, 2026. He was appointed as Chairman of the Board with effect from May 27, 2026. Mr. Ranganath has over 34 years of leadership experience across global IT services and financial services.

He is Chairman of Catamaran Ventures, which manages assets spanning private equity, public markets and fixed income. Ranganath served as Chief Financial Officer of Infosys Ltd (NYSE: INFY) until November 2018. During his two-decade long tenure at Infosys, he played an integral part in the company's growth and transformation, leading diverse functions including Strategy, Finance, M&A, Consulting, Risk Management and Corporate Planning.

He worked closely with the Board of Infosys and its Committees in formulating and executing its strategic priorities. As CFO, he played a key role in formulating and executing the industry leading capital allocation policy of Infosys that significantly enhanced shareholder returns. He was twice recognized as Best CFO Asia – Technology Sector by Institutional Investor magazine (2017, 2018), based on votes from global buy-side and sell-side professionals.

Prior to Infosys, Ranganath worked at ICICI Ltd and executed leadership responsibilities in corporate credit, treasury, equity portfolio management and corporate planning. Board Leadership: Ranganath is an independent director on the boards of HDFC Bank (NYSE:HDB), HDFC Pension Fund Management Ltd, Women's World Banking and is a member of governing board IIM, Bangalore.

He chairs the Audit Committee of HDFC Bank. As a board member, he brings deep expertise in finance, audit, governance, risk management and information technology. He is a member of CII Corporate Governance Council and GIFT City Advisory Committee on Funds Management.

Mr. Ranganath holds a PGDM, Indian Institute of Management, Ahmedabad, MTech, Indian Institute of Technology, Madras, B.E., University of Mysore, Member, CPA Australia.

List of Directorships held in other companies:

- 1) HDFC Bank
- 2) HDFC Pension Fund Management Ltd

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### **Mr. N V Sivakumar,** (Independent Director)

Mr. NV Sivakumar was appointed as an Independent Director of the Company for a period of Five (5) years with effect from July 15, 2024. Mr. Sivakumar a Chartered Accountant by profession. An institution builder and a trusted business adviser, Mr. Sivakumar has been with PricewaterhouseCoopers Private Limited for over 22 years assuming varied roles within the Advisory Line of Service (2001-2023) serving a diverse set of domestic and international clients. Prior to that he

was with Lovelock and Lewes, Chartered Accountants (1982 - 2001) rendering audit and advisory services to varied clients. He retired from PricewaterhouseCoopers Private Limited on March 31, 2023.

In his role as Entrepreneurial and Private Business Leader at PricewaterhouseCoopers Private Limited, Mr. Sivakumar has extensively worked with family businesses, advising them on ownership issues (governance, succession planning and structuring) and business issues (strategy and business transformation, deals and growth, risk and regulation, talent and profitability). He played an active role in the roll out of the PwC global thought leadership studies (Family Business Survey and NextGen Survey) and also actively engaged with CII-FBN in their annual Family Business and NextGen conventions.

As a Global Client Partner on large accounts, Mr. Sivakumar spearheaded the engagement with the clients at the promoter / board / senior executive level and ensured that advisory services were seamlessly delivered.

With his functional expertise in Mergers and Acquisitions, Mr. Sivakumar led the Deals practice at PricewaterhouseCoopers Private Limited for four years overseeing rendering of deals strategy, corporate finance, valuation and transaction advisory services for clients in India and Overseas.

List of Directorships held in other companies:

- 1) ACKO Life Insurance Limited
- 2) Kennametal India Limited
- 3) Schaeffler India Limited
- 4) Computer Age Management Services Limited (CAMS)
- 5) ACKO Technology & Services Private Limited
- 6) Capital Foods Private Limited
- 7) Talentpro India HR Private Limited
- 8) Kisetsu Saison Finance (India) Pvt Ltd
- 9) Agratas Energy Storage Solutions Private Limited

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**Ms. Kavita Nair**, (Independent Director)

Ms. Kavita Nair was appointed as an Independent Director of the Company for a period of Five (5) years with effect from May 27, 2026. Ms. Kavita Nair is a seasoned Independent Director serving on the Boards of three listed companies — Blue Dart Express Limited, Savita Oil Technologies Limited, and Greaves Cotton Limited. She also serves as Director at Antarang Foundation and Pygmalion Foundation. In addition, she advises early-stage start-ups, participates actively in the gig economy, and mentors young professionals — especially women — to realise their potential in the world of business.

A dynamic and highly regarded leader, Kavita brings over 25 years of extensive experience as a Business Leader, Marketeer, and Strategist across diverse domains. Her career was built primarily at Vodafone Idea Limited, where she held a wide range of senior leadership roles driving P&L, Operations, and new business development.

In her final executive role, Kavita served as Chief Digital Transformation and Brand Officer of Vodafone Idea Limited. As a member of the Executive Committee, she led the company-wide digital transformation agenda and drove the strategy, direction, and communication of the Vi brand.

She is widely respected for her deep expertise in Marketing and consumer understanding. Kavita led several landmark brand transformations and built some of the most admired brands in India — Orange, Hutch, and Vodafone. As co-creator and champion of iconic campaigns, she brought the lovable Pug and Zoozoos to life, winning the hearts of audiences and earning widespread accolades at home and internationally.

She subsequently pivoted to become a technology thought leader with substantive transformation experience, harnessing the power of three — customer, technology, and business — across complex matrix organisations.

List of Directorships held in other companies:

- 1) Blue Dart Express Limited,
- 2) Savita Oil Technologies Limited,
- 3) Greaves Cotton Limited,
- 4) Pygmalion Foundation

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### **Ms. Kong Sau Wai Elizabeth, (Non-Executive Director)**

Ms. Kong was appointed as a Non-Executive Non-Independent Director of the Company with effect from January 1, 2025. She is the Asia General Counsel of 3M Group and a member of the Global Business Counsel Operating Committee. She is a senior leader in the execution of strategies and key priorities of 3M Group across 12 jurisdictions in Asia and has broad experience across 3M Group's Safety & Industrial Business, Transportation & Electronics Business, Enterprise Supply Chain, Customer Operations, and Environmental Health & Safety, since her joining 3M in 2020.

Ms. Kong was Independent Non-Executive Director of Singapore Post, a leading e-commerce logistics solutions provider and a blue-chip company listed on the Singapore Stock Exchange. She is also a Trustee of Cambridge Assessment Singapore, and a Fellow of the Cambridge Commonwealth Trust.

Prior to 3M, Ms. Kong was an International Partner with Morgan Lewis Stamford and a Counsel with Clifford Chance, specializing in equity capital markets, public mergers and acquisitions, corporate finance, funds, corporate governance, and securities regulation. She has experience advising on deals of an aggregate value exceeding \$25 billion, and was noted in Chambers Asia, Legal 500, AsiaLaw Leading Lawyers, Lawyer Monthly and Acquisition International Legal, and was the youngest

to be featured in Singapore Business Review's inaugural list of "20 Most Influential 40 and Under Lawyers" and was also featured in Prestige Singapore's list of "40 under 40".

Ms. Kong graduated with a Double First Class in Law from Cambridge University and holds an Executive MBA (with Distinction) from INSEAD and Tsinghua University.

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**Ms. Jung Hyun Kim, (Non-Executive Director)**

Ms. Jung Hyun Kim was appointed as a Non-Executive Non-Independent Director of the Company with effect from April 1, 2025. She is Human Resources Director, 3M Asia from September 01, 2023. She is a seasoned HR leader with over 25 years of experience driving people and talent strategies across Asia. As the Asia HR Director at 3M, she oversees HR operations and strategy, ensuring alignment with business objectives while fostering an inclusive, high-performance culture. During her career, Ms. Kim has held several senior HR leadership roles, including South East Asia HR Director and North Asia HR Director. With expertise in Business Partnering HR, Total Rewards, Employee Relations, and HR Solutions, she has played a key role in enhancing employee engagement and organizational effectiveness.

Ms. Kim holds a Bachelor's Degree in Public Administration with a major in Social Welfare from Pusan National University.

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**Mr. Jayanand Kaginalkar, (Whole-time Director)**

Mr. Jayanand Kaginalkar was appointed as a Whole-time Director (Executive Non-Independent Director) of the Company with effect from April 1, 2025. He was Business Supply Chain Director for Safety and Industrial Business group for Asia, with 3M Innovation, Singapore. He Joined 3M India in 2007 as Site manager of Pimpri Plant, Pune. He then became Site Manager of Ranjangaon plant in 2009. As a part of leadership development and exposure to international manufacturing experience, he was deputed to 3M Brazil in 2012 for a period of 9 months. He returned to India as Manufacturing operations Manager taking care of all the manufacturing plants. He was then assigned as Master Black belt, taking care of Lean six Sigma operations for 3M India. In 2016 he became Manufacturing and Supply chain leader for 3M India. In 2019 he was transferred to 3M Innovation, Singapore as Lean Six Sigma Director for Asia Pacific Region. In 2021 he became Lean value Stream Director for Safety and Industrial Business group for Asia. Prior to Joining 3M, he worked in various companies such as Tata Auto Comp (T C Springs), Sandvik Asia and MICO (Robert Bosch) in field of Manufacturing.

Mr. Jayanand Kaginalkar holds a Post Graduate Diploma in Management (PGDM) with specialisation in Operations from the Indian Institute of Management, Bangalore and a Bachelor of Engineering in Metallurgical Engineering from the College of Engineering, Pune.

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**Mr. Aseem Kuldip Joshi, (Managing Director)**

Mr. Aseem Kuldip Joshi was initially appointed as President and Managing Director (Designate) of the Company effective October 13, 2025. He is Managing Director of the Company effective April 1, 2026.

He brings over 26+ years of experience across engineering, consulting, business development and leadership roles in organisations such as IBM, McKinsey, Eaton and Honeywell and most recently served as CEO, India Business, at GMM Pfaudler Ltd (2021–2025).

He holds a Bachelor's Degree in Mechanical Engineering from the University of Pune, an MS in Industrial and Systems Engineering from Virginia Tech, USA, and an MBA from INSEAD, Fontainebleau, France.