

## BRIEF PROFILE OF THE DIRECTORS

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### **Mr. Bharat D. Shah,** (Chairman, Independent Director)

Mr. Bharat D. Shah was appointed as an Independent Director of the Company for a period of Five (5) years with effect from March 27, 2015 and he was re-appointed by Members as Independent Director of the Company for a second term of Five (5) years with effect from March 27, 2020. He was appointed as Chairman of the Board with effect from May 27, 2016. Mr. Bharat D. Shah has extensive experience and expertise in the fields of banking, finance and securities market. He was one of the founding members of HDFC Bank Limited and played a key role in the establishment and the consistent growth of the bank. He is also on the boards of various prominent companies. Before joining the financial sector, he worked with Technova, Bradma and Pyrene in London. He has also worked with leading MNCs viz., Thomas Cook, Citibank and UBS. He was also the Chairman of HDFC Securities Limited.

Mr. Bharat D. Shah holds a Bachelor's in Science Degree from the University of Mumbai and also holds a Diploma in Applied Chemistry with special reference to metal finishing from Borough Polytechnic, London.

List of Directorships held in other companies:

- 1) Onesource Specialty Pharma Limited
- 2) Credila Financial Services Limited
- 3) HDFC Ergo Health Insurance Limited
- 4) Exide Industries Limited
- 5) Salisbury Investments Private Limited

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### **Ms. Radhika Govind Rajan,** (Independent Director)

Ms. Radhika Rajan was appointed as an Independent Director of the Company for a period of Five (5) years with effect from May 27, 2016. She was re-appointed by Members as Independent Director of the Company for a second term of Five (5) years with effect from May 27, 2021. Ms. Radhika is Executive Vice President at DSP Investment Pvt Ltd., the Family Office of Hemendra Kothari in Mumbai, India. She manages the investments of this Family office and has been with the group since July 2011. Her special focus is Private Equity and Venture investments. Ms. Radhika is a results-focused financial-market professional with over 40 years of profit-responsible experience in New York till 2011 and the last 11 years in Mumbai, India, with DSP. Ms. Radhika has focused on India as an investment destination since 1999, when she made a brief foray into IT and was appointed as the New

York based Executive Vice-President of Mphasis, a US based IT services start-up, which is now a leading listed Indian IT services company. Post Mphasis, she joined the TCG Group in New York to set up an Indian Equities Hedge Fund and advising TCG and several other private equity groups on US start-ups and proposed investments in the US-India corridor. Prior to 1999, Ms. Rajan worked as a global-macro proprietary trader at different large financial institutions like JP Morgan (formerly Chemical Bank), Itochu, UBS, Bank of America and Bank of Montreal. As a global macro trader, she traded and took proprietary positions in a range of currencies, in interest rate and commodity futures and in derivatives, with a focus on emerging markets.

Ms. Radhika Rajan holds Master's in Science degree from the Indian Institute of Technology, Mumbai and also holds an MBA degree from, the Indian Institute of Management Ahmedabad. She was a National Science Talent Scholar through her college years.

Previously she was an Independent Director of Tata Advanced Systems Limited, Tata Sikorsky Aerospace, Sonata Information Technology Ltd, Tata Lockheed Martin, Nova Integrated, Digital media start-up and TAS-AGT Systems.

Ms. Radhika Rajan was an invited contributing author of "The Global Internet Economy," a book published by MIT Press in 2003. She is a Charter Member of TIE Tristate, the New York based chapter of TIE, a global association of entrepreneurs active in accelerating the globalisation of Indian business.

List of Directorships held in other companies:

- 1) BAYER Cropscience Limited
- 2) EXIDE Industries Limited
- 3) TASEC Limited
- 4) SONATA Information Technology Limited

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### **Mr. Narumanchi Venkata 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. Narumanchi Venkata 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. Narumanchi Venkata 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. Narumanchi Venkata 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) TMF Holdings Limited
- 4) TMF Business Services Limited (Formerly Tata Motors Finance Limited)
- 5) Tata Motors Finance Limited (Formerly Tata Motors Finance Solutions Limited)
- 6) ACKO Technology & Services Private Limited
- 7) Capital Foods Private Limited
- 8) Schaeffler India Limited
- 9) Talentpro India HR Private Limited
- 10) Computer Age Management Services Limited (CAMS)

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**Mr. Ramesh Ramadurai** (Managing Director, Executive Director)

Mr. Ramesh Ramadurai was initially appointed as a Non-Executive Non-Independent Director of the Company with effect from March 27, 2015. He is Managing Director of the Company from June 1, 2019. He was re-appointed by Members as Managing Director of the Company for a further period of Three (3) years from February 13, 2024 to February 12, 2027. Previously, Mr. Ramesh Ramadurai served as Business Director for 3M Industrial Business from July 2014 to May 2019. During this period, he was based in Shanghai, China and was responsible for the entire Asia Pacific Area. Prior to this role, Mr. Ramesh Ramadurai served as Managing Director of 3M Philippines from August 2011 until June 2014, based in Manila.

He Joined 3M India in 1989 as a sales engineer and held positions as the Country Business Leader for the Industrial and Electro & Telecommunications businesses. He was seconded to Global Headquarters in St Paul, USA, from November 2003 to December 2008, where he worked as Market Segment Manager, Global Product Manager and International Business Manager in 3M's Industrial Business. Prior to 3M, Mr. Ramesh Ramadurai worked for a year as a Production Engineer at an Offshore Oil Production facility in India and for about 3 years in a business planning role at an automotive parts and motorcycle manufacturer in India. Mr. Ramesh Ramadurai served as the Chairman of Confederation Indian Industry (CII), Karnataka State Council, for FY 21-22. Mr. Ramesh Ramadurai is also a member of Confederation of Indian Industry (CII), Southern Region and a member of the India Advisory Committee of the US India Business Council.

Mr. Ramesh Ramadurai holds a Post Graduate Diploma in Management (PGDM) with specialisation in Marketing from the Indian Institute of Management, Calcutta and a Bachelor of Technology in Chemical Engineering from the Indian Institute of Technology, Kanpur.

List of Directorships held in other companies:

- 1) Anthem Biosciences Private Limited
- 2) Ashirvad Pipes Private Limited

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**Ms. Vidya Sarathy, (Whole-time Director and Chief Financial Officer)**

Ms. Vidya Sarathy was appointed as a Whole-time Director (designated as “Whole-time Director and Chief Financial Officer”) of the Company with effect from June 1, 2022. Initially Ms. Vidya Sarathy was appointed as Chief Financial Officer of the Company with effect from June 1, 2021. She has about 30 years of experience and has extensive experience of working in senior finance positions in diversified industries. Her experiences include working with corporations such as Robert Bosch Engineering & Business Solutions, Landmark Retail Group, Tata Motors and Tata Cummins. Her experience runs across broadly in the finance function, including Accounting and Controlling, Financial Planning, Treasury, M&A, Taxation and Corporate Secretarial-related compliance roles. Ms. Vidya Sarathy holds a Bachelor's Degree in Science from Madras University and is a qualified Chartered Accountant and Company Secretary. Cost Management Accountant (Intermediate). She also holds Diploma in IFRS from the ACCA (UK).

List of Directorships held in other companies: Nil

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**Ms. Yun Jin, (Non-Executive Director)**

Ms. Yun Jin was appointed as a Non-Executive Non-Independent Director of the Company with effect from February 4, 2022. She was named as Vice President Finance, 3M Asia from December 1, 2021. She has rich experience, partnering with business and finance leadership teams to drive growth and improve profitability. She has over 28 years of diverse experiences across Greater China Area and the United States in finance and business. She has held several roles of increased responsibility in the finance organisation, including business finance, operational accounting, treasury and tax in China, Greater China Area Financial Planning & Analysis leader and Country General Manager of 3M Hong Kong. Her immediate prior role was as Global Finance Director for 3M Personal Safety Division based in 3M's headquarters in St. Paul, Minnesota, USA.

Ms. Yun Jin graduated from the Shanghai University with a Major in Accounting and holds a Masters in Business Administration jointly from Shanghai University of Finance and Economy and Webster University and is a Certified Public Accountant in China.

List of Directorships held in other companies: Nil

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**Mr. Andrew Paul Bennett, (Non-Executive Director)**

Mr. Andrew Paul Bennett was appointed as a Non-Executive Non-Independent Director of the Company with effect from July 15, 2024. He has extensive senior leadership experience of 3M and its International operations over a career spanning more than 27 years most recently in his role as Senior Vice President Country Governance and Emerging Markets reporting direct to the CFO. Prior to that Mr. Andrew Paul Bennett served as Global Vice President Automotive Aftermarkets and before that was Vice President North Europe. He also has significant experience in Business Transformation leading 3Ms implementation of SAP in North Europe and is a certified Six Sigma Black Belt and Master Black Belt. Mr. Bennett's career has enabled him to live all over the world with assignments in US, Germany, Switzerland, Japan, Australia and Brazil.

He brings a wealth of broad knowledge on 3Ms operations and Global Strategy including leadership roles in IT, Sourcing and Customer Service across its multiple business groups including Healthcare, Safety, Industrial and Automotive.

List of Directorships held in other companies: 3M UK Ltd

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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.

Outside of 3M, Ms. Kong sits as an 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.

List of Directorships held in other companies: Singapore Post Ltd

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